

Table 3 (comments)

LANL Involved?

LANL needs to be an active participant in childcare for its employees. This is especially true in the "infant - two-year-old age group. It is very difficult to find affordable daycare for this age group because most of the daycare centers in the Los Alamos area will not take children until they reach the age of two.

This is a critical issue in attracting and retaining employees.

The current trend is for employers to be sensitive to the needs of their employees and their families and to provide a positive work environment.

Huge impact on employees' morale & productivity.

LANL as the major employer in this area should definitely set the standard in high quality childcare. Many local providers have no training and/or license and are not accountable for anything because they know the parents have little or few options.

The local market has, and can continue, to do an acceptable job of addressing these needs. LANL is in the business of science and technology, not childcare.

Child concerns are a major part of a parent's life, potentially affecting their work. This is a 'one-company' town and they could improve the quality of life for a majority of the population with some sort of childcare.

It affects most workers here at the Lab, especially single parents and women

It is in LANL's own self interests. The number of working parents at LANL is quite substantial, and helping to address the child care needs of it's employees would only help to increase the productivity and performance of LANL's employees.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Most large companies or corporations are involved in childcare needs as a benefit to their employee.

Quality childcare is a huge problem in Los Alamos

There is a serious lack of licensed day care in Los Alamos. Because of the huge emphasis that the lab puts on educational excellence, it seems obvious that an institution that employs such a huge number of people in this area should be at the forefront of such an initiative.

The day care situation in Los Alamos is terrible. This causes stress and disruption which affects employees work.

This is supposed to be a "world class" organization. One would think this would lead to a family-friendly organization.

Childcare affects everyone whether they have children or not due to the absence of co-workers. A Lab sponsored childcare program would alleviate many of these issues.

Childcare issues are a major cause of lost time and concentration for employees.

A corporation or company that is involved in providing childcare needs is alleviating the losses attributed to childcare problems.

problems with defining as fringe or compensation, competing with private endeavors, inability to meet all needs of the total populace which then leads to a "needs" based eligibility for taxpayer or employer based subsidy (either cost to create the facility or subsidy of actual operational expenses or both. Best would be to try to address sick child situation.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Being by far the largest employer in the area, and having so much of its workforce in need of childcare, it would serve the lab well to make sure its not a problem for most of its employees.

Yes, because there are parents that both work full-time just to make ends meet and both commute from surrounding areas, therefore, its hard find daycare centers that will take care of your children for 10 hours a day.

It would be a great opportunity for our child to be close for those of us who have to work.

Other DOE facilities provide child care options--in areas where the cost of child care is significantly lower than it is here. LANL should too.

Workforce productivity is tied to healthy families.
As the primary employer in the county, LANL should take an active role in providing opportunities for safe, beneficial childcare.

Since the Lab is the main reason why people are moving to Los Alamos & the LAB tries to attract young scientists, I feel that the LAB should be involved/offer/sponsor childcare. Wives/Spouses are usually already offering up their jobs to move to Los Alamos (since their is not really alot to choose from career wise in Los Alamos), and then are faced with the problem of no (or very few choices) when it comes to childcare. Los Alamos/White Rock is a very expensive town to live in and it usually take two incomes to make ends meet.

Yes,it helps to get backing from the major employer here in Los Alamos.

If LANL wants to show it's serious about attracting young professional people, to all job categories, nad it wants to optimize worker productivity, especially for breastfeeding mothers/staff, it needs on-site day care facilities.

this would be much easier on the people who work here. Also, having their children that much closer

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LANL Involved?

Yes, employees are more productive when they do not have to worry about the well being of their children.

The Lab should be providing at the very least good referral services with up-to-date information, next best would be child care assistance (monetarily) to cover the high cost of child care in this community, or better yet, provide child care services in cooperation with a national child care center such as Bright Beginnings.

Thus far, the industry has not grown to meet the demands on its own, so as the largest ultimate customer, LANL must get involved.

It would be really nice to have Laboratory-provided childcare for special circumstances (e.g, when the child is sick or days that the childcare centers are closed but Lab is not).

makes for more productive employees

As the dominant employer in the region, LANL cannot afford to ignore issues extremely central to its status as an employer of choice.

LANL should be part of a broad community of employers working together to bring reasonable child care options to Los Alamos. If I worked at Sandia, there would be a multitude of quality child care options in Albuquerque.

I think it is the responsibility of each family to address childcare needs and not the lab or some other outside or government entity.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Since LANL has a huge number of employees, we would benefit from some type of childcare facility. It would decrease the number of times employees have to take off because of insufficient childcare arrangements and increase job productivity.

Other corporations similar to the Lab have on-site childcare and it is a large benefit to that company. LANL has no clue as to the needs of the community as far as child care. This issue has been discussed and put on the back burner for far too long. I feel it will be shelved again as this should be a combined effort by LANL and UC, and we are aware of how UC treats the residents of Los Alamos County. I feel that if this issue was about childcare in Rio Arriba County, Santa Fe County, anywhere but Los Alamos - it would be a done deal.

Lanl like every other large employer has to address the need of it's employees

Not enough child care available in Los Alamos that is reasonable and will allow for early drop off 7:00am or late pick up after 5:30pm

Absolutely. This is a quality-of-employer issue that needs to be addressed to attract and retain bright, young workers. LANL is also partially responsible for the crisis in commercial space in the townsite, making non-profit or commercial daycare non-viable for lack of facilities (e.g., recent experience with ____ II. Most of our recent hires have chosen to live in Santa Fe, one reason being availability of daycare. This results in inflexibility in work schedule, etc. due to commuting.

When a parent knows that there child is safe, he/she is a more productive worker.

Most large corporations have some type of on-site child care or allow workers enough flex time to deal with childcare issues.

Parents know that their children come first. So if the children are taken care of, work is then taken care of.

Absolutely! To be competitive and to attract the best workforce.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Los Alamos has always had a shortage of quality day care providers at a reasonable price.

Childcare is a major factor in my life. We spend more time here at work than we do with our families. Childcare is definitely a topic that should be addressed by the Lab.

I think the daycare would help boost the employees moral, improve the productivity of the workforce, and help with the shortage of daycare centers in Northern New Mexico

Problems with childcare strongly effect an employee's ability to work and stay focused on the job.

I believe LANL should provide child care for its employees.

The commute from daycare to the LAB is time consuming. Closer access would be more convenient.

LANL rents so much commercial real estate in Los Alamos county that it is difficult for private organizations to obtain reasonably priced leases. The poor availability of child care makes LANL a less attractive employer. Substantial work time is lost because of inadequate child care.

LANL should be able to provide low cost quality childcare for it's workers. Many other corporations provide this service, and with the limited number of childcare facilities in the area, this would be a very welcomed action.

I worked for years in a Pojoaque childcare program and it serviced many children of LANL Employees...I learned that there are many difficulties with availability of flexible, affordable, and dependable childcare in the area...

If any "professional group" should get involved in this area above the parental level, I feel that the "community" of Los Alamos should address this situation. Perhaps it could be a money-making, service-proving opportunity for the town. The Laboratory has a "full plate" with making LANL a great place to work and one the employees can be proud to be associated with.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

As LANL hires more and more women, there are more children without adequate supervision. Working mothers could focus more on their responsibilities of their jobs. Providing this service also gives a way to reach out to the community.

Yes, employees are more productive and have better attendance in companies where quality childcare is available on site.

Quality Day care is very hard to find. Also by having your child close I feel that I would be less likely to leave work to attend to my child's needs

Living outside of Los Alamos in a small community makes finding child care very difficult. Many of the Fortune 500 companies have child care facilities within their organizations. I believe it will reduce absenteeism, time away for doctor's appointment. I currently have a physician in Santa Fe because I need to leave the hill to take a child to the doctor. Instead of leaving for 1 hour if my child was in Los Alamos I currently will take 4 hours because of time incurred.

Childcare has been a major issue throughout the years. Big corporations have done studies to show that their employees are more productive and attendance levels increase when childcare options are offered to them through their place of employment. Childcare costs are on the rise and having LANL help out with this process would be great. In Los Alamos it seems that childcare providers feel they can increase childcare costs every six months because of the high salary levels given to the TSM's. However other employees working at the laboratory who do not have the higher level of income are forced to pay these outrageous prices or go without childcare. These issues need to be addressed.

In this area which is isolated from major services and providers, childcare needs are far exceeding existing facilities. This lack of support adds an enormous burden to the employees as well as decreasing the productive hours of our employees. LANL is losing money and people due to the insufficient facilities and inflated costs of providing decent care for children.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It is difficult to find good child care in which is dependable and that you can trust your child with. I believe it would be very beneficial to have this service in Los Alamos where the parents have the opportunity to see their children during the day and have input in the program. My daughter is currently in an after school program here in Los Alamos which I am very pleased with. I would like to see a child care implemented here for pre school age.

LANL has many employees/subcontractors that have small children that need childcare.

If child care could be provided when the regular child care provider is sick or out of town, we could work those days.

Lack of adequate childcare:
-affects worker productivity
-prevents workers from returning to work in a timely fashion following the birth of a child
-hinders recruitment of technical workers of both sexes
-Hinders female career advancement since childcare [and eldercare!] responsibilities still fall overwhelmingly on women

At the very least LANL management needs to be aware of childcare costs and the needs of employees to address their sick child daycare needs.

Availability of quality day care effects the Lab's ability to attract the best possible talent.

Today it is important to create less stress on employees and families. Having affordable and convenient childcare would significantly reduce stress.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Although the workforce at the Lab is aging if you expect to attract and keep young professionals the PROBLEM of unmet childcare needs in Los Alamos needs to be addressed. This is perhaps complicated by the fact that most employees and potential employees do not just want someone to watch over their children, but they want a nourishing, learning environment in which the child can develop fully. LANL should be addressing these needs just as major corporations and institutions around the country are addressing them.

Yes since they are THE largest employer in town as well as the surrounding area.

There are a number of issues parents face regarding cost of childcare, location, etc. These issues relate to the cost of living, which appears not to be a consideration, including work schedules, flex time, etc. Although, we do practice equality among all employees, I am not a single parent but I do know several single parents who face daily difficulties with childcare issues.

It would help the employees who live away from Los Alamos to still spend quality time with their young children. The working people who live away from Los Alamos tend to spend an additional 2-4 hours on the road just commute to and from work.

I don't have young children, but I do believe it would be very helpful for those parents that do need childcare.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

There are several childcare facilities available in the local area, these generally target small children. An alternative should be made available that would provide more flexible hours for all ages. The 9-13 aged children are more likely to get into trouble if left unattended - and some are. The infant and younger children are often on waiting lists for available slots - each of these situations causes much stress to the working parents. Because there are so few quality child care providers in the area, the cost is often so expensive. Santa Fe or Albuquerque provide many child care alternatives which serves to keep the prices reasonable while not compromising the quality of the programs. Given that today's children are the future of our society/country - more attention should be given to the care they receive today. Working parents need to feel that their children are in a safe, healthy and challenging environment to be fully productive in the work place.

It is extremely difficult to find childcare in Los Alamos.

Lack of affordable childcare is a serious problem in Los Alamos and the surrounding community. It directly affects many LANL employees and may influence decisions about whether or not to work at LANL.

Especially covering time from after school hours until after work hours.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

One motivating factor which helps to keep employees content with their jobs is a sense of security for their families. It is important to the Lab that it keeps its employees happy and this is one way to address those concerns. Additionally, the Lab population is aging and a draw to bring in younger staffers is the knowledge that sufficient good child care is available in the community -- be that through the Lab or other entities.

A "slightly sick" child care program would be invaluable.

If LANL is concerned about lost work days due to child care issues then they need to be involved in addressing the childcare needs of the community.

The employees at LANL need reasonable priced childcare

Childcare needs in LANL should be improved. Right now, available care and its quality needs improvement. Personally, the childcare issue is stressful for my entire family.

There would be more time for work and less time running around trying to work out sitter situations.

It would be a great benefit for the employee and LANL because it would make the day better for the individual using the convenient childcare.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

The decision to have children is a personal one and the responsibility for the results of that decision should be personal as well.

As a major employer in Northern New Mexico, LANL should adopt and implement child/family friendly policies and initiatives such as other large companies do. This should include addressing child-care needs.

I believe that child care is a form of child abuse. Parents cannot contract to others their responsibilities for rearing their children!

The quality and availability of good childcare services assist the lab for increasing productivity.

As a big size corporation, LANL Should help their employees with arrangements for childcare or offer childcare like other big entities.

I think elder care should also be a part of this, not handled separately. Every study by every corporations that I am aware of demonstrates how costs are saved, work time is saved by having children on site.

Less stress and more productivity to have the child on-site.

Child care, especially in the summer, causes time and transportation constraints on me and my family.

Because childcare is a big problem in Los Alamos due to cost, availability, school schedules not allowing you to drop your child off before 8:00 am this make you need child care before and after school. If LANL provided childcare. I believe they would have more motivated and dedicated employees and less time taken off to cover childcare.

There is a shortage of quality childcare in the area, and the opinion of many parents that LANL is not very supportive overall of their role as parents. I think it would be good for moral and would help some problems of absenteeism, even if LANL just covered what was available with some sort of drop in program.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Childcare in Los Alamos is significantly higher than in the surrounding communities. If this is the case, LANL should have a daycare center. It would alleviate a lot of stress involved in trying to choose a daycare here or there.

Social issues should not be the function of the laboratory. These should be addressed on an individual basis - not institutional.

In today's world where both parents work, and sometimes it is not possible for either parent to break free at the exact time to pick up the child(ren), it gives a great deal of comfort to know that the child will be cared for properly without undue expense.

Childcare has been neglected at LANL because women are not in upper management positions.

This is a "Quality of Life" issue. To help the morale and happiness of its employees, LANL should be addressing childcare needs. An on-site childcare facility would be ideal. It would give us working parents a chance to have lunch with our children and a sense of security knowing that they were close and we could drop in and check on their well-being at any time.

There are far too many employees with small children, who must make adjustments with their work schedules. This proposal will, in my humble opinion, increase productivity in the work place.

A worker who does not need to worry about his or her child is a more productive and happier worker. There is less stress on the employee if he/she knows the child is in capable hands. This has been shown in employees at I think the Toyota car manufacturing plant some where in the US. So it should be looked at here also.

If a comparable benefit is offered to those who no longer have children at home.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

This is a "Quality of Life" issue. To help the morale and happiness of its employees, LANL should be addressing childcare needs. An on-site childcare facility would be ideal. It would give us working parents a chance to have lunch with our children and a sense of security knowing that they were close and we could drop in and check on their well-being at any time.

For the same reason that housewives and elementary school teachers should not be making nuclear bombs.

the lab should allow a child care facility on the premises, one with the highest standards. It would improve the quality of life for child and parents: they could have lunch with the child, commuting time would be together, peace of mind that if something happens they are right there for their child.

In a nation whose economical and social environment requires in most cases a two income household, child care is the number one concern. Finding quality and affordable child care for young children through school age children grows increasingly more difficult.

Having workplace sponsored childcare will help attract potential recruits.

Quality childcare is scarce

Everybody else does it. It will save the lab money.

Every employee with children is affected by a good child care system in Los Alamos. Every day that is taken due to lack of child care impacts the Laboratory.

Raising children is far too important to have the Lab involved. Motherhood is a FULL TIME JOB.

It would be so nice to have a place to bring your children especially on emergency basis.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, I think the Lab should be concerned that adequate day care is available for its employees. However, I do not believe the lab should subsidize day care, or try to regulate daycare. If there is a demand for child-care, then the market will react. If the cost is high because of the demand, then we have an active free market system.

It's part of LANL's responsibility to its employees.

Although Los Alamos has some child care facilities, there are many unmet needs. When I was suppose to come back to work after having my son, I couldn't find anyone who would take an infant. Unfortunately I was out 3 more months than anticipated because of the lack of infant care. My son is now 5 and last few years have been hard, in relation to finding a facility that I could afford and that was reliable and had a good program for the children.

Childcare difficulties affect our availability at work. Furthermore, many major corporations are providing help with childcare (i.e. on-site daycare) and have found it helps their bottom line. Finally, it would be a selling point when trying to attract people to come work here.

We as parents need more options for our children. We are having to settle for daycare that we are not fully satisfied with and in return do not get the quality daycare we want for our children.

Assisting the LANL employee with critical family needs is only common sense. Does LANL want to help or hinder its employees ability to do LANL work?

I believe it would be beneficial to the Laboratory to address childcare because it would raise the efficiency of the workers if they have peace of mind about the quality of childcare their child/children are receiving.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It's the right thing to do. We need to support families and children with their special needs.

Would be beneficial for the workers.

This is simply a mandatory part of building a quality workplace.

I feel that child care is just as important as any other issue facing both the employer and employee. If we are to have a productive work force, we need some type of child care facility at LANL.

Many or most companies make some sort of accommodation for childcare for their employees, and the Lab should not be an exception, particularly when the town is still so tightly tied to the Lab.

(1) Spending LANL dollars for childcare discriminates against those without small children by providing a benefit not used by all (e.g., health insurance, retirement). (2) Unfairly competes with the private sector by using tax-subsidized facilities, etc.

Severe shortage of facilities in LA county.

there is a need for a daycare center that is not tied to school schedules. For example, it is almost impossible to find a safe and reliable place to leave children during spring break, etc.

since both parents have to work the employer must help us find child care.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Efficient childcare facilitates a more productive workforce.

I need to work a full schedule. Safe and reliable childcare is a necessity for me to work.

I believe we don't have enough child care options in Los Alamos. Many employees of LANL work extra hours and the local child care facilities have very limited hours. I would like options for extended child care when needed. The Lab would benefit greatly if they had their own child care facilities.

I think childcare here in Los Alamos would be a great help. I leave my child in Hernandez and I find it very hard to go pick him up when he is sick and drive back to Los Alamos Medical Center.

I feel that we do need child care here in Los Alamos as they provide at Sandia. I have a two year old, presently she is taken care of by relatives, at this age I feel that she could use interactions with other children. I've been unable to find anything that works for me because I work here and she is in the Pojoaque valley. This would be a great opportunity for myself and in her best interest.

I believe that offering child care will support LANL employees (and in turn LANL) in the areas of moral and availability for work (physically and mentally).

It is very difficult to find child-care because there are not vacancies or because it is too expensive. Also parents want to could spend time with their child during lunch.

I feel this is a big issue for all working parents

Primary concern is sick child care.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I do not have children at this time, but when I do, I would like to have the opportunity to have my child/children as close to me while I'm at work.

It's very difficult to find a child care especially for students and contractors in Los Alamos and White Rock. One has to wait up to one year to get child into a Child Care.

it is a personal choice and responsibility to have children

I believe we need more daycare availability in the community. I don't necessarily believe it is LANL's responsibility to take care of this. It is nice that LANL is involved in trying to fill this need. I would not want my children on-site, but something in the community would be great.

Yes, Lack of childcare, means that mother or father must stay home. If other arrangements can not be made.

Child care is a responsibility of the parents not the employee.

But only to assess the needs of their employees and then turn over results to the County/State for consideration.

Shortage of child care forces my spouse to be fulltime care giver for my 2 children and stay at home.

People who have kids should take responsibility for their children and have one parent stay home and take care of the kids.

Our kids attend school in Los Alamos. We are also interested in before and afterschool care as well as summer childcare.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

The extremely high cost of property in Los Alamos makes it impossible for private day care to become established if they cannot team up with a church and use their facilities. I feel LANL is directly responsible for this lack of available property. There are 10-30 babies born in Los Alamos each month, and I believe there is only 1 day care center that accepts babies. I have relatives working at this center, and the care is adequate, but "warehoused" is a very applicable term if one would like to evaluate any individual attention these children get.

To give low income families an opportunity to seek employment

I believe we need more daycare availability in the community. I don't necessarily believe it is LANL's responsibility to take care of this. It is nice that LANL is involved in trying to fill this need. I would not want my children on-site, but something in the community would be great.

When regular babysitters are not available, this would prevent having to miss a day of work for that reason.

Most other companies and universities do have childcare facilities, and/or work options (work schedules, etc.) to help out parents with child care difficulties. I do believe, however that LANL should not be responsible for subsidizing parents for child care.

When childcare problems effect the employees productivity, then it becomes the employer's (LANL) problem, also.

Child care is the responsibility of the parents, not the employer.

LANL should be a better partner to the community and release enough land to the county to bring real estate prices down to the level where private entities can make a profit providing services to the community.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, because it is essential for women--and men--to be able to depend on good care for children. Our entire society needs to be concerned with care for our youngsters. It is almost impossible for women in the professions--or in any job, for that matter, to be able to work (when they have small children) if there are no good day-care facilities available. The advantage of good child care for the financial situation of the Lab is obvious--child-caregivers can be on the job with fewer absences and more attention to duties if they are sure that their children are cared for. We NEED THIS!

But only to assess the needs of their employees and then turn over results to the County/State for consideration.

It affects job productivity and job satisfaction

I am not a parent now, but hope to be within the next five years. I am frustrated by the fact that in order to survive in this location, both my husband and I will have to work. If LANL wants to attract the best employees and survive in an evermore increasingly diverse market, they should provide childcare benefits.

Need childcare in summer for 9 year old.

Even though I have no opinion, I couldn't get the check out of the "yes" or "no" box. I tend to think that it is not the responsibility of the Lab to provide child care. There could be a day where a family would be in need of child care. One of the last places I would look for child care is the Lab. The Lab can't seem to run anything right anymore. I wouldn't trust them with child care.

LANL is not a child-friendly place to work. When my wife was pregnant I was dismayed to learn that I could not even burn sick days to be at my wife's side, beyond the first 24 hours after delivery. All of US commerce is coming to the realization that happy employees are more productive employees and more loyal employees. Why is Los Alamos, which views itself as the center of the intellectual universe, so far behind the power curve on this issue?

We have been in Los Alamos for 15 years and there has always been a shortage of reliable childcare. When LANL is the leading employer, they need to be involved in childcare and help provide a solution.

Single parent while on travel having no family or child care options.
When child/ren are sick and cannot go to school, single parent has to stay home to provide care.
For doctor appointments, single parent has to take off from work to take children to appointments.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Other government facilities have provided for childcare needs. It just makes sense to promote family needs to ensure contented employees.

Who wants the government interfering with my private life?

Clearly children are a priority to all families and the country. Parents, generally young and at the low end of the salary scale, should not be expected to pay all the costs for raising children. Children are an investment for all of us.

A the largest employer in the area LANL would benefit from helping in the child care arena

I no longer have children that are of needing childcare, however, I feel that if there were assistance in this area productivity at LANL would be enhanced

Facilitating quality child care will reduce absenteeism and lower the stress levels of parents.

The benefits of providing daycare are overwhelming. LANL should be concerned about employees- that concern could be returned in kind by higher productivity and fewer absences

Every other National Lab has on site childcare!!! Why can't LANL???

Quality child care is hard to obtain.

LANL needs the contribution of the people who have small children.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Very difficult in Los Alamos to find flexible child care.

Childcare is the responsibility of parents and/or the extended family. Employer or government should not be asked to take place of the family in a country founded on constitutional rights. If we were living in a communist country, my response might be different.

It's awfully hard for a mother to work if she's concerned about her child's welfare. The government rewards mothers who stay home by allowing low income benefits that mothers who are attempting to work are not allowed. Therefore, by having a program the morale might be a little bit better.

I think that a lot of worker-productivity is lost due to employees having to balance work and off-campus child-care. Additionally, in my work area we are understaffed and have had prospective employees turn us down due to the lack of child-care facilities.

It would be helpful if LANL would provide an inexpensive, trustworthy means of childcare

One of the first actions of all totalitarian regimes is the institutionalization and indoctrination of the children. No matter how you may want to spin it, the LAST thing LANL should be involved in is the development of our own 'Hitler Youth'. The needs of our children are NONE of LANL's business.

Los Alamos should be involved from the perspective that most daycare is limited to 7:30-5:30pm, and also there is no daycare that I am aware of for sick children. Both of these factors adversely affects those in management positions, or others with special work requirements. Without at least options for longer day care times, and sick child care, I feel my management career options are unfairly limited.

I am a single parent, and sometimes find it hard to make arrangements at the last minute. In the event of an emergency a daycare center would be a life saver. Even knowing that my children are close enough in an emergency would be great.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Child care would be greatly appreciated because it would be local for when I need to take the children to doctor/dentist appointments w/out having to take 1/2 day off.

This issue is no different than buying food, arranging for medical services or car repairs. This is a supply and demand issue.

We're part of the community, aren't we?

This has a critical impact on productivity at LANL.

It should supply a place and some qualified personnel to handle a large number of children. It should NOT BE FREE. Its price should be competitive with other day cares in the area.

It would be a great help for working parents to be able to have their children close to where they work, especially parents of young infants. Parents would be able to spend more time with their children.

Day care is a basic, human requirement. This isn't the 50's anymore! It figures Sandia and Intel would have it before LANL. This is a very limited and unnatural community, so of course the employees need help with daycare.

Because so much of the local population works at the lab, the laboratory should be involved in addressing childcare needs which in turn addresses the needs of some employees

From the Newsbulletin article it seems the Lab has a cost savings issue to look at.

It is humane, and will help working families.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Where do you stop. The family has the prime responsibility.

By providing quality childcare, more mothers (and fathers) might find comfort in knowing their children are being well provided for, giving them more time to concentrate on work while at work.

Clearly attracting top employees with children would be easier if the lab provided some childcare services. However, I do not believe that the lab should subsidize or pay for the services. The cost of the services should be borne completely by the users (parents who use the service) and recipients; otherwise one set of employees will be getting a benefit at the expense of another set (childfree couples), and the lab might have to budget scarce dollars that could be used for R&D on a benefit that, frankly, is unequal.

What the lab is doing now is adequate - providing referral service, centralizing information. I don't think it's the Lab's role to build/manage/maintain a daycare center.

Recently tried to get enrollment for 6month old & four year old child...no openings...long waiting list. The cost was also \$1,000.00 per month for 2 children (not affordable) I also checked with private individuals and got the same results.

Only if LANL truly cares about family.

The childcare available in Los Alamos is too high and unreasonable. I think that some of these providers take advantage that some of the employees here at the Lab can afford their prices. That is true if the child has two parents. There are no options for single parents. We simply CAN NOT afford what they request up here. You can pay tuition for a private school for the amount that these childcare providers charge.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

There are many parents here at the laboratory who depend on child care. I, just recently becoming a parent find it very important to be close to my child. Times have changed and the laboratory needs to realize that this is not solely a male oriented facility.

It's about time we realize that the workplace has changed and address issues that are vital to a healthy work environment.

Just as with the public transit system which was a success while it was offered, LANL assistance in childcare facilities would benefit parents, non-parents and LANL.

The employees of LANL will tend to have similar needs, so having some form of LANL services could address needs that would not otherwise be addressed.

Additionally, since recruiting is a major, major issue in the part of the lab where I work, being able to tell prospective employees that we can offer some sort of child care would be a big help.

Limited involvement to assist in developing appropriate community partnerships. On site child care may be too expensive, involve risk management issues, and complicate contract and reimbursement issues.

We need sick childcare facilities. when a child is sick, it can't go o the normal childcare and one parent needs to stay home.

THAT IS THE RESPONSIBILITY OF THE PARENTS.

...but I have mixed feelings. I beleive it would be better for one of the spouses to remain home with the children. However, these days that seems to be less possible. Consequently, childcare opportunities would be beneficial.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

The responsibility for childcare resides with the parent. Responsible parenting requires that adequate childcare and nurturing be provided by the parent, and not be the responsibility of the community or the workplace.

Working mothers whether alone or with a partner, need to have reliable, safe childcare. Many times absenteeism is directly related to childcare issues.

It is very difficult to find childcare that is not wildly expensive

Most corporations provide some sort of child care for the employees. I think LANL would have less work missed due to child care issues if they would follow suit.

LANL needs to be a good neighbor and contribute to the overall good of the surrounding vicinity. They need to support/help provide child care for those employees that need it to be more productive at work.

resources available in the community do not always meet my needs

This is the responsibility of parents, not government.

In such a small town as Los Alamos, many facilities have not kept up with the growth of the lab. The increasing numbers of women in the work place make this a very important issue. Women want to feel secure that their children's needs are being addressed.

Since there is a quantified efficiency loss due to child care issues, it would seem to be in the Lab's interest to provide some services.

A facility of this size in a community that exists to serve that facility would make a large positive productivity effect for its workers and the community by addressing this need.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

To many families are putting career needs before family needs. God calls us to put our family before our careers. Mothers and Fathers need to be home with their children when their children need them and not in childcare. The Laboratory Managers should be proactive in the employees need to be home with their children instead of being proactive in providing childcare when the children really need their parents there for them. The focus seems to be on the cost of lost work days for the Laboratory in regards to childcare. The Laboratory needs to realize that children need their parents and accept the fact that parents are going to have to miss some workdays to be home with their children. LANL should choose family issues over money issues. If LANL motivation to address childcare is due to "Day Care issues and lack of additional day care facilities in the area have cost the Laboratory \$1.5 million and 10,000 lost work days!!!!" , then it is the wrong motive.

It would help families solve the problem of childcare and relieve the stress for working parents.

It is very hard to find good child care for your children in this town. And when you do It is almost always full and very expensive.

Not appropriate use of taxpayer funding. Not equitable for persons without children. Should not fund or promote people having children.

I see no problem with LANL being involved with helping the community at large in assessing the need for child care. The issue of LANL providing the child care I think is very different, in that one is now talking about compensation. Such an arrangement would probably be legal/acceptable as par of a cafeteria benefits program.

If your parent is comfortable with proper childcare and if the child is near by, she or he can check on them and thus won't be off work as much.

LA population is heavily family based, yet the choices for child care is lacking and has allowed those child care facilities to take full monetary and flexibility advantages of the parents which they serve.

I believe it would limit time away from work for Dr.'s appt., etc. Instead of taking 1/2 day off from work it could possibly take an hour or so. The cost of childcare is very expensive and sometimes a burden.

Addressing childcare needs is another form of benefits to employees. Because it is an issue that effects operations of the Lab,it is in LANL's best interest to help with this issue.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I believe LANL involvement in childcare will create a system of subsidized childcare at the expense of private daycare providers. This is unfair and I do not support LANL's proposed involvement.

Long distances from home for most employees make it desirable to have child care close to work.

Happy families make happy and more productive workers. Amount of time spent with person is inversely proportional to distance from that person. Young children need all the time with parents they can get. Having child care close by makes it more possible to visit during the day.

Workers are more productive and spend less time worrying about their children when they know that they are being well cared for at reasonable proximity to their workplace. Therefore, the lab has a vested interest in insuring that its employees spend less time dealing with child care issues allowing them to more effectively concentrate on their jobs. This philosophy has been adopted by several major corporations which have facilitated on-site daycare for the children of their employees. Although our child is older than the age group you are polling, what happens when the child is seven or eight? In our case, our child is ten, too young to stay home by herself, but too old to be stuck in a "kindergarten" type situation.

Because LANL can provide employees with a variety of useful information when it comes to looking for childcare.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Other large corporations have taken
on this responsibilities and found
it to be very productive overall
for all concerned

LANL overhead costs are too high Estimated costs to the Lab will not equate to cost savings

To live in Los Alamos my wife and I would both have to work full time jobs. We would have to provide child care for before school and after school for our children. We would have to have all day childcare for our 16 month old baby. That is because the cost of housing alone is so expensive up here, but this is where we wish to live since I work for the LAB.

The lab should as the sole principal employer in the county
should be involved in promoting family health in the community.
The lives of children is probably the most important aspect of the
community.

I think child care is necessary for working couples just starting out, where both have to work to make a decent income.

As long as they work closely with
existing child care organizations.

To live in Los Alamos my wife and I would both have to work full time jobs. We would have to provide child care for before school and after school for our children. We would have to have all day childcare for our 16 month old baby. That is because the cost of housing alone is so expensive up here, but this is where we wish to live since I work for the LAB.

Free market should respond. Not my tax dollars

Coordinate with chamber and other County agencies. I don't believe LANL should be the supplier

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

People should assume that responsibility themselves, just as prior generations did.

I think that this is an issue that should basically be handled by the private sector. While there may be a shortage of good childcare options, much of this problem exists because people are looking for cheap alternatives. I believe that childcare providers are often not given either the respect or financial rewards they deserve. If LANL were to become involved in providing childcare I am afraid it would be a subsidized program that would benefit only a few and probably not the people that need help the most.

Because childcare cost so much now in the 90's, perhaps with LANL having a childcare facility, it won't cost as much, and for the convenience of bringing the child/children to Los Alamos.

It addresses employee needs and assists with morale which keeps personnel on the job longer.

By helping address childcare needs, LANL will show that they are truly interested in the well being of their employees and their families.

LANL should offer child care for employees or at least offer referrals.

Addressing the need, and providing alternatives to childcare makes it easier for me to be available for work - especially if current childcare falls through or children are sick. Providing alternatives eliminates lost work days.

Government tax money should not be used to supply child care. LANL child would compete with private suppliers of child care in town. The cost of child care supplied by LANL would probably exceed that of private industry.

Any other organization of this size provides for some type of child care. It would be of great comfort to most employees with children to have a "secure" close-by place to care for their children. Los Alamos on a whole is in desperate need for qualified day care.

Yes, Los Alamos daycare centers and private sitters are extremely high for my household's salary.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

If there was state licensed childcare for employees children I believe the productive time of the employee would be more productive. I believe this would also ensure more safe and quality childcare for the children simply because it would be associated with LANL, a highly visible entity.

Jet Propulsion Laboratory in Pasadena has, to my mind, the ideal set up. The Child Care Center is not supported by JPL, rather it is affiliated with the lab, and the vast majority the children at the CEC are children of JPL employees. By maintaining independence from JPL the CEC has very high quality care, and JPL has no liability problems.

The key here is that the CEC is located quite close to the main gate of JPL, and that there is some funding (via the pre-tax dependent care accounts set up by JPL) of the CEC.

This questionnaire for one

Most companies offer some kind of childcare facilities. One would expect LANL to do the same. Many LANL employees have to pick-up/drop-off their children from the daycare or schools and most of the times this happens during working hours.

The small town of Los Alamos is proportionately incapable of handling the needs of lab employees and their families' needs regarding daycare. The waiting lists are filled with babies that haven't even been born yet, ahead of people that have babies requiring day care. The lab employs a large number of these families, and a first come first serve policy leaves a lot of families hung out to dry.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, Los Alamos daycare centers and private sitters are extremely high for my households salary.

If we could check our families and responsibilities at the door when we "clock in" to work, then LANL would not need to deal with this issue. However, each of us come with "lives" and other obligations - the very fabric that makes us who we are. When this involves children, employees experience an added stress. A supervisor who is enabled to work with a parent can make all the difference in performance.

I believe parents should be primarily responsible for the care and rearing of their children.

Infant child care is very hard to find. Two providers have recently closed. I would prefer institutional care in order to give my child (2 months old) experience interacting with other children, rather than sending him to an in home day care provider.

Most families require that both parents work so most families need childcare services. As a result need for childcare providers is enormous and the number of them is limited -- as well as the cost charged by these childcare providers because they know they have us in a bind.

But not just childcare. LANL also needs to address elder/senior and handicapped family members.

It's a responsibility of any employer to address its employees' needs.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

For some people childcare is very hard to come by and also the lab offers other benefits for a family so why not childcare. I think it would be best for the parents to have the children close by, especially for an infant's needs. This is a great idea.

I think large employers owe it to their employees to offer child care/elder care assistance. The DOE/HQ has a child care facility next to their premises and it seems to work very well.

Most parents like to have their children close to them, especially in case of an emergency.

Productivity goes down when child care is a worry.

The need is there but LANL should not compete with local small businesses. LANL should not be in the childcare business !

The childcare prices here are outrageous. There should be some kind of supplemental care by the Lab to help defer these costs.

New Mexico ranks so low in education/childcare. Los Alamos has resources to share with the less fortunate neighbors - Rio Arriba County. Finding ways to attack the root causes of poverty/child neglect/drugs should be the focus, rather than just giving handouts. The residents of Los Alamos and those with TSM-type salaries have NO conception of the real-world struggles to feed, clothe, and educate a family, much less provide recreation, recreational equipment and vehicles, trips, etc.

Maybe have child care available before and after school hours.

I think that a county/lab co-op would be appropriate.

For people to do well at work they need to believe their children are safe and well taken care of. Parents will always choose their children over their job. If LANL wants quality productivity out of its people, it needs to assure childcare needs are addressed.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Career women who now have children are under a great deal of stress due to child care issues.

Big business outside the lab has proven that it pays for all persons, the partents, the children and the company.

The majority of companies in private industry that are this size are concerned with and sometimes provide childcare as a part of benefits packages, as the Lab looks to recruit new talent, it is important to have competitive packages.

Improving both LANL's ability to deliver its product and as a quality of work/life issue, the issue of child care must be addressed. This is a matter of productivity, assets that will attract the "best and brightest" and a quality of life issue. It is important, if not crucial to the continued success of LANL.

That is not the mission of the laboratory. It is a need brought about by a personal choice of the people involved. What ever happened to the free market providing needed services at the market price?

Yes, however the Lab should consider how it implements this. That is it could run the program itself or it could provide appropriate space and outsource the childcare program itself.

The Lab should also consider offering a service to its official visitors and collaborators.

Many studies show that if child care is convenient, ideally on-site, employee absenteeism is minimized.

As parents our first responsibilities are to our children. The Laboratory frowns upon childcare difficulties. If we had a more stable childcare population, we, as parents would be more available for work. The Laboratory could help by subsidizing such ventures or at least offering help in finding suitable alternatives.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I have a 7 yr old 1st grade and I can't find any before school child care for him, and school starts in two weeks

I think that LANL should take a big part in childcare needs.
I believe it would make it easier for moms to return to work.
And be comfortable with where their children are at!

It is difficult to find quality teachers to work in childcare facilities. Los Alamos is an expensive community. Could the lab assist with increase the pool of caregivers. I think it is very important that the lab works with the childcare facilities and home care providers to ensure that they are not harmed, and hopefully are helped by the labs efforts.

LANL should be involved in addressing child care needs, because childcare is an important factor to younger employees and could affect recruitment of those employees, especially new female employees, because regardless of modern ideas of equality, more of the childcare burden falls to the mother, especially if she is breast-feeding. LANL could help with this issue by providing a location near the mother's workplace (i.e., on lab property), which would allow her to feed her child with a minimum disruption to her work schedule. Regardless of whether the mother works at the Lab or not, having a nearby childcare location is a powerful recruitment tool to dual-employed couples. Additionally, those employees who do not live in the Los Alamos area would find not having to drive to hither and yon points in Los Alamos to drop off and pick up their children convenient (another recruiting tool). I can't provide data to prove it, but I would be willing to wager that the more "diverse" elements of LANL's workforce (i.e., minority employees and female employees) are more likely to NOT live in town than the more traditional employees.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I believe this should be driven by the market place.

LANL is the major employer in the county and so impacts the daycare available for non-LANL persons working in the county. There is a severe shortage of adequate child care providers currently available and LANL's involvement could potentially help that situation.

As a community involvement, yes.
I am not in favor of LANL providing a Daycare situation.

This is not the mission of the lab or the proper use of the taxpayer's money.
Individuals need to be responsible for family responsibilities. There are other agencies to deal with this need.

LANL need to get involved in the childcare needs of its employees if it wants to remain credible that it cares for its employees.

Not unless LANL plans to heavily subsidize daycare. Daycare centers & homes are small businesses that do not need, nor can they afford interference from the Lab as a result of its "good" intentions.

Childcare is a major concern to most LANL employees.

LANL is a laboratory who employs thousands of people. The majority of whom probably have children.

Yes, a holistic approach is better for LANL, the family and the community

will be easier to drop off, and to pick up the children.

to

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Duh?

LANL is a major employer. Addressing childcare is standard fare for major employers.

DOE offers childcare at various of its facilities.

LANL will derive many benefits in increased morale, lessened leave, improved productivity.

It's the trend. It will make mothers feel better about their children

Better pay, housing costs, and health coverage would go a long way in minimizing two-earner families and divorce during childcare years. Put the money into that, instead of "bandaids".

Most certainly ...children as well as aging parents, need to be addressed. Employers ...yes even the federal government, realizes the importance of addressing this issue and coming to a workable solution.

There are a number of working parents who work at LANL who could utilize this service if it ever becomes available.

LLNL has day care also. so why not LANL?

I believe that as an employer LANL should be involved because childcare is very important for the ability to work and work productively.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, I am currently faced with the need to find a sitter or day care center for my 1 yr old. He has been staying with siblings throughout the summer. Well, summer break is now over and I will be needing to take time off work to find someone I am comfortable with. This one of the most difficult things I've ever had to do. Currently, there aren't any openings available in any of the daycare centers in Los Alamos or Espanola. LANL would only benefit from being involved in addressing this issue. I for one would feel much more at ease if my child were close to my place of employment and this would have a positive impact on my performance and career.

Parents have to travel a long distance to get to work. If the Lab. can assist with some of the down time. The employee can get more work done. Provided that the employee doesn't have to worry about their child.

It would of been alot easier for me and my wife to just bring the kids with us to work. And we would have not had to look for child-care every year.

It is very important to me as a mother to make sure that my child is in a very safe and caring environment that I feel safe about. My child will come first before anything. Especially today child care is so expensive.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

With all the horror stories that happen when children are sent to childcare, it would be great if LANL could sponsor a daycare facility close by so that our children are within 5-10 minutes of us. Right now, daycare in Los Alamos has a waiting list.

I can't envision a LANL-run child care center. I like LANL being involved if needs in the community are not being addressed.

To save the loss of labor hours if LANL DOESN'T ADDRESS THIS NEED

Too costly. Parents should provide child care, not employers.

I believe childcare to be the sole responsibility of the parents. We raised our children without getting our employers involved nor did we receive assistance from anybody; and our job performance was excellent.

For the convenience of the employees, and their families.

Child care is a major issue in Los Alamos, as it is almost everywhere. It has a significant impact on employee attendance and can be a serious problem for single parents.

I think it would help productivity and employee morale.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

LANL could likely find ways to enhance child care in the county without "threatening" the existing entrepreneurs. Now, the emphasis of this survey seems to be regarding the needs of young children (ages 0-5). Child care issues that impact the employees do not cease once the children enter school. After school programs are an ESSENTIAL part of the overall mix of child-care programs. As a single parent, the availability of after-school care, location of after-school care, and transportation to/from after school care are significant issues. On a related note, the summer can be equally difficult to find full-time care for school-age children. Numerous, diverse, and reliable full- and part-time programs are essential to meeting the needs of working parents.

Most other DOE Labs have great daycare, even HQ

I feel strongly that we need alternate , affordable child care in Los Alamos. Many of the day care facilities offered currently, are extremely difficult to get enrolled in due to waiting lists ect. Moreover, they are very, very expensive.

The community has been largely unable to meet the demand. The situation needs to improve and a "good" employer is expected to address this issue.

I think LANL has enough other concerns. Unless it is arranged in town, and off lab property, a child care facility would be dangerous to have in a place where so many different threats exist.

the local childcare centers are always full,extremely expensive, and/or have certain stipulations (such as age).

It is an absolute must for the stability of the LANLs mission

Large employee population of child____ing and rearing ages.

I really don't know - you didn't have a don't know category.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It would be an additional benefit for employees

THERE ARE LARGE CORPORATION THAT PROVIDE CHILD CARE STATION FOR THEIR EMPLOYEES WHY CAN LANL?

I don't expect it from LANL, but such a service can provide peace of mind to an employee, in turn preventing undo distraction while at work (child care facilities operate usually only during business hours).

Leave to private enterprise. Should not be part of LANL's mission

Yes. The lack of dependable childcare for LANL employees is well known as is associated loss of productivity at LANL. I was shocked when I started with the Lab 6 years ago that an employer of this size has no means of addressing childcare for employees. I continue to be amazed. This also has a direct impact on hiring and retaining professional women. When will someone "get it"?

Not even taking Los Alamos' small size and isolated location, LANL must be one of the very last institutions in America that provides its employees with ZERO childcare benefits. Its almost the Y2K and it seems like LANL is still stuck in the '50s or '60s as far and childcare is concerned.

todays social problems dictates the need

The m____et hasn't been able to do it by itself.

The employer plays a very important role in providing childcare opportunities for 2 working parent famlies.

The majority of people in this area work for the laboratory and the daycare's in the area cater to the laboratory.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Local childcare assumes a 9-5 work time and does not address extended work hours either before about 7:30 or after about 5:30

High cost, poor programs for youth (need for tutoring and special needs) require the involvement of LANL. This is a small community, and lack of competition eliminates choice while maximizing price. This cost problem is especially true in the summer.

The community of Los Alamos does a terrible job of providing child care for infants and toddlers under 3! If LANL wants the Moms to return to work, it would be easier if there was competent, clean, loving, nurturing environments for infants. I was APPALLED at my lack of choices for my 18-month-old when my sitter moved to Santa Fe. From all accounts only 1 woman in town was fit to babysit this age and she was booked for this age category. I hired 2 different women in the following 18 months, out of frustration because both of them were inadequate and unreliable, but upon interviewing nearly 20 other potential babysitters, I realized that the one I hired was better than anything else available. It was an extremely stressful period, my husband and I had to take LOTS of vacation days to cover a sitter that wasn't available for one reason or another. My child was filthy every day when I picked her up and I worried about her constantly. It had a HUGE impact on my ability to concentrate at work and I seriously considered quitting until my daughter was old enough to go to pre-school.

It's a longstanding problem that affects parents' availability for work.

Working parents are a fact of life in today's workplace. It should be a natural part of an employer's concern and responsibility for employee well-being to be involved in the question of provision for appropriate child care. The gains in productivity have been proven elsewhere to be well worth the initial effort involved in establishing a child care system, whether it be "in house" child care systems, or offering a clearing house/availability network.

Childcare problems hurt productivity.

I believe that this is a private sector responsibility/opportunity and that the Laboratory would make an expensive mess of it

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, but to a limited degree. LANL should support its employees in an effort to provide childcare. However, LANL should team with/support local providers to meet this goal. The thought of bringing in a large, corporate childcare provider is not appealing. Perhaps LANL should do some community outreach and subsidize local providers so they can meet the needs of employees.

There is a definite need for additional quality childcare facilities and capabilities in LA county. Many current options are marginal with unqualified, substandard care. Costs for quality care is also expensive. The opportunity exists to provide an arena for educating potential providers plus providing childcare needs of many many employees.

Employees should have available childcare for their children for either regular full time care or temporary care when regular car providers are unavailable or other situations arise when child care is needed but not available.

Due to the amount of employees that LANL has, some childcare assistance should be provided!

I feel that in today's environment, child care issues take up a tremendous amount of time and effort on the part of parents. By providing child care, I think that stress would be reduced, morale would be improved, and overall productivity of employees with and without children would increase. For those with children, productivity would increase because there would not be the background distraction of wondering who will be watching your children. There would also be an opportunity to spend some "quality" time with children during lunch hours, and during the commute to and from work. For those not having children, their productivity could possibly benefit due to the fact that they would not have to pick up any "slack" that may be the result of a parent having to modify their schedule due to parenting/babysitter issues or scheduling problems. I also believe that there would be some peace of mind knowing that your children are in the hands of a quality care provider, and that they were in a close proximity in the event of an emergency. I would also tend to believe that the day care you suggest would probably have more structure than most babysitting scenarios, and in the long run benefit the advancement and preparedness of the children as they move into the school environment.

Finding childcare for infants in this town is supposed to be very difficult; 1-2 year waiting lists (after which your child is too old), and in-home child care is not as preferable to socialization & preschool needs. There are very few day cares open around town and finding one nearby that is willing to take young children is extremely difficult. Many parents are forced to not work or settle for in-home day care where the children do not get individual or adequate attention. Having a Lab-sponsored day care would be an EXCELLENT benefit!!!!!!

LANL is the largest employer in northern NM and attracts a lot of potential outsiders, but as expensive as it is to live in Los Alamos, maybe if LANL takes part in addressing these needs, the childcare business will be less expensive, and the competition will lower their rates.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I'd like to see more options in looking for dependable child care.

Let's be practical: workers who cannot find reasonably priced child care will not be as productive as workers without such pressures.

Child care is one of the major concerns in the family

I have 3 children ages 16, 19, and 21 and have worked full time for the past 16 years. I know what difficulties exist for working parent.

Working parents find it hard to trust any one with their children, because most daycare centers or babysitter work different schedules and sometimes a person has to leave work to provide for their children.

LANL needs to get with the times. 2worker families are common. Our present daycare had to be arranged 6 months in advance, was still off our desired start date by a month, and is not very convenient with respect to location and restricted hours of availability.

It is best to have our children near your workplace.

As an institution that employs approximately 7,000 people, it is worthwhile that LANL invest in daycare for its working parents. The liability of not providing day care often result in lost work time, because of employee absenteeism.

Set up a daycare for lab employees.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Of course LANL should be involved with daycare issues. Obviously, LANL cares a great deal about lost man hours, as seen by all the safety/ days of work lost charts. I'm sure if a survey was done honestly, that far more hours/days of work are lost do to childcare issues. This will always be true, because even though work is very important, care for an individuals children will always have to be a top priority. LANL helping with this responsibility can only help.

I think this would benefit alot of LANL employees.

I would like to see more support for home day care.

Because of the growing number of mothers entering the workforce and the lack of adequate childcare, this problem must be addressed by LANL.

With all the employees that LANL has, childcare needs are a concern to at least half, if not more, of the employees.

Not necessarily, if LANL begins providing child care, then govt. money would be used for this, which greatly inhibits the quality of care a child may get due to restrictions the government places on the care givers in this atmosphere.

It effects the ability of employees to do their jobs (i.e. child care problems cause employees to miss work.)

As a one time child care provider, I feel that I am somewhat of an expert in this field. I was employed by the same people who built and run Brookhaven National Lab day care center.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

All other major employers in this country address child and eldercare. Why should LANL be any different?

Having good childcare available helps the employee be more productive at work.

This is a family responsibility. It can be handled by individuals as they see best fit.

It definately would be nice if are children could be closer to our work environment so I as a parent would have options on where my child could be picked up earlier. What I'm referring to is after school programs that are not so expensive for parents raising children on there own.

Mother's with small children should be at home caring for them.

a centralized care facility that is specific to the needs of a company (i.e. LANL) can taylor facilities to the needs of the workers offering better care and do it less expensively

My daughter provides daycare services for pre-schoolers. While she only watches 4 children, I believe LANL will be competing, if not directly, indirectly with my daughter and many other small, independant daycare providers. It's very difficult to live in Los Alamos when you income is less than 10 K a year. There's already enought competition in Los Almaos for Daycare services.

It is really hard to find a babysitter and even harder to afford to pay one at my age(19).

Many Corporations are now providing on site day care for convenience and to provide a daycare facility with rotating staff ensures that a child care provider will always be available.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

The town needs more infant care.
The lab needs to consider cost.
Right now child care costs are
higher then one would find on most other towns.
The monopoly of the cuurent LA businesses
takes advantage of the limited childcare,thus prices are higher.

There are many reasons to have child care.
Child care is a very expensive nessacity,
where as if we had one at the laboratory
it would not be as pricey. Also it
would be easier to transport our
children to the care center if
it is located at our place of work.

Reduction of time constraints and stress on employees responsible for children.

First of all, the cost for child care in Los Alamos is outrageous! Just because we are employeeed by the Lab
doesn't mean we're rich! Most employees live paycheck to paycheck. I feel that if LANL offered an on-site child
care it would drastically cut down on absenteeism. Most of LANL employees live off the hill and our children have
to go to school or daycare where we live. I, myself, would feel more secure knowing my child was close by.

day care is hard to come by here in los alamos not to mention very expensive

They can't manage their own business. They shouldn't be involved in areas where they have no expertise!

lanl is a major employer and it's effect on chid care would help
take a step in helping make it happen!

There is not enough childcare available in Los Alamos

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Child care is a problem for single parents and this program would help a lot.

Because it affects work.

I believe LANL's involvement would represent "special" treatment of those families who often chose to have a second income rather than have one parent at home.

It boosts employee morale to know that the employer cares about family issues, especially since child care issues can dramatically effect job productivity/performance

It would be great if when I decide to have child, daycare was available at the lab. Not only would I be closer to my child, but I would trust LANL more with childcare than an outside institution.

it would be nice to have a place close to work. it would save in time.

New Mexico consistently ranks at or near the bottom in child raising issues (education, health, etc.). Supporting safe, nurturing, and affordable child care would make LANL much more attractive to perspective employees as well as current ones.

It would have been a great benefit to have a system for day care that was affordable, check deducted, and close to work when my kids were young.

Employees are more productive when their minds are at ease. One of the greatest distractions is worrying about the needs and care of our children.

My wife had to quit her job at LANL to take care of our special needs child and as result I have to work a very large amount of overtime.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

There are just not enough good providers for infant care in Los Alamos. We didn't want to just take our daughter to some stranger's house and have a person with unknown qualifications raising her. Its a terrifying feeling knowing that what happens after you walk away may be very different to the care you witness when you are present.

It is very hard to find an opening in any day care in the area. I am a single parent with 1 4yr. old boy.

Since the Laboratory is the biggest employer in Northern New Mexico I believe they should address the child care problem other big companies have provided child care for their employees.

There is always a need for childcare and this would be extremely convenient

There are private day care centers that have been providing this service for a number of years. Many of them are non profit and do it as a community service. LANL should be very careful not to run them out of business just because it can subsidize a day care center. Has anyone considered contacting the other day care centers to see what effect this proposal will have on them? Will it destroy their business?

It is the responsibility of the parent. Parents should look at other options. Such as reducing needs/wants so one parent can be home to raise the children. The lab should not make it easier for parents to neglect this responsibility.

Numerous other companies assist, run, and manage daycares for their employees as a benefit to the employee. Like the other benefits at we receive as employees they are designed to promote an employee's ability to do a good job for the company. I an employee does not have to worry about their child they are able to do their job with fewer distractions.

There are many employees here at LANL, we need to be concerned with child care issues because of this.

Having flexible childcare center will help the productivity of young parents.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Adults with children should stay home with their children I do not have children because I need to be a work to earn a living.

I almost had to give up my career when my children were toddlers bec. of lack of qualified child care. My crisis was caused by the lab hiring away my childcare provider and we only had 1 week's notice at Christmas time to find a replacement. My husband and I used much of our vacation and flexed our work hours to minimize the hassles, but even then we reached the point where one of us was going to have to take a LOA. In the nick of time we found child care, but it was a terrible time and much work efficiency was lost by both of us.

Quality of child-care effects
productivity of the lab.

Finding good child care is very expensive and difficult in this community, with lots of restrictions on the parents on how long they can leave the child at the day-care, what to do if a child is sick, etc. requiring many parents to have to leave work early, in the middle of the day, etc.

If childcare is provided here close to work, It could make the difference between leaving work or just taking a few minutes to check on the child/children.

Childcare is important because if a family has good childcare the working parents can focus on their work.

LANL frequently ignores the circumstances of employees with children. For example Chamisa Elementary has no adult supervision for kids dropped off at school until 8:05. Yet even the director imposes mandatory meetings that start at 8:00.

I have suffered in my job because of the attitude put forth at this lab (work ethic) regarding what time a person will be at work.

So I think LANL should be involved at least to the extent that it is not in contempt of the family and at least considers the tighter time constraints of parents, especially single parents.

I'm sure its clear from my response that I've come to hate the laboratory because of this. I work for a check and hope for the day when I can work a better job for my kids (not likely in LA).

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Child care needs has not traditionally been a concern of employers and I believe that should continue. If UC-LANL did get involved in child care, it should avoid using any federal funds to do so.

Why do I think so? Most importantly, because I think the trend in our society since WWII to disarrange women who choose full time mothering and homemaking has had a dramatic negative affect on our children and the way they are raised. Government support programs for single mothers have made men unneeded in the lives of mothers, and have greatly increased the percentage of moms who have dumped their men and turned to welfare to provide the family financial support. What effect has this had? It has vastly increased the percentage of single mother led households and of lonely, divorced men. These programs sound good, because they will benefit single parent households, but they also destroy disincentives to become single parent households. The children have been the losers.

So, I argue for maintaining traditional employer-employee relationships in the area of the employee's family life. Let parents who work find their own solutions. Society, as a whole, will be far better off for it.

Many parents must work and cannot find adequate child care for their children.

To aid its employees with quality childcare and help with the financial aspects of costs.

I have done a little checking around for daycare, since my husband and I plan to have a family in our near future. What I have found so far is that you have to know somebody who babysits, or find a daycare that is extremely expensive. Having LANL provide such a service will be a convenient option for local residents as well as other Northern NM parents who are employed in Los Alamos.

Because Lanl is the main employer in this community, it has a responsibility to provide adequate childcare

I believe that LANL should participate, but not address this issue alone.

All major reputable corporations which do work comparable to LANL's address childcare needs.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It would change my status as casual if there would be childcare here at the Laboratory or closeby. Right now I have two young children at home and two others in school. It is very difficult to find good childcare for them. Living in Espanola, it is always hard to try to be down the hill in time to pick up my children by the scheduled time. Also there would always be childcare with reliability so that people would'nt miss work because of lack of a babysitter. LANL is big enough to set up a childcare area near or here at the LAB. There would be more people here at work on time, less time being absent, and just knowing that there is a place that is close to your work where you can take your kids is an ease to a mom's mind. I would love to see the Laboratory consider opening a childcare center.

Yes, It improves morale and job performance knowing one's children are being properly cared for.

LANL is a big voice in our state. In asking LANL to be involved we should also make it very clear that we believe child care should be addressed by all other employers as well. But in particular because LANL is our employer they would benefit from addressing this problem by increasing productivity, morale and sense of worth. I know that I care about my job and missing work when I need to for my kids causes me a great deal of stress. HELP PLEASE.

Yes, but only at the expense of those that use the services.
Not subsidized by UC or all LANL employees.

It has been shown in may studies that on-site or close approximity to the childcare center has improved productivity. It is a great recruiting tool for younger employees. The LA areas also does not have a sick daycare. Day care don't open early or stay open late.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, for some reason there is an extremely small number of stay at home mothers in Los Alamos. Unfortunately for these children, I think that too many parents assume that the day care in Los Alamos is adequate because it is in Los Alamos. Many other big organizations in other towns play an active role in child care issues in order to attract more workers and keep them. LANL needs to play a role in endorsing exceptional child care providers. I do not just mean providing a list to individuals like I know was the case 2 1/2 years ago. My wife and I looked into child care, but decided that no one could raise our children as well as we can. Do you look into anyone that is on you list, or do you just pencil them in if they ask? One lady that was highly recommended, by the person who sent me the list, had neglect charges filed against her as my wife and I found out with minimal effort. My suggestion to you is: If you want to keep attracting qualified professionals to work at LANL, then you must play an active role in child care issues. This means that you need to fund some people to take care of this by investigating providers, setting up some sort of complaint reporting and resolution system to warn other parents of a child care providers problems, periodically dropping in on providers unannounced, and assign grades for providers. If you need some help in doing this or just need ideas, call me at 665-9795 (Jeff Roach).

...but barely yes. It would be convenient to have child care on site, yet I think child care that is independent of LANL is a socially healthier choice.

Both my wife and I have missed work due to watching our son.

The LANL Depcare referral service has been insufficient for meeting my White Rock child care needs for the past 7 years. I have had continuous provider problems and changes and wish the lab would have a center where I could take my kids, eat lunch with them and take them when they are mildly ill.

lack of adequate child care facilities

Is LANL really concerned about their employees and is it true that happy employees produce?

It's about time for LANL to join the rest of the employer force in the country.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

With two income households becoming more and more commonplace it is imperative to provide child care services such that LANL will remain competitive at THE place to work in the future.

My satisfaction with childcare directly effects my working hours and whether or not I will continue employment with Los Alamos

good reliable childcare is very hard to find for very young children.

Childcare is very difficult to find especially if you have infants or toddlers, not to mention very expensive. I feel childcare is a very big issue I have talked to many other parents whom work for LANL and they all have pretty much the same opinion on childcare. They all agree that it would be very helpful if LANL would provide some sort of childcare in the area for employees to take their children. I was talking to a coworker and she was telling me that she felt LANL should build a daycare for LANL employees and hire all these homemakers that need to work but cannot find a job. By LANL addressing the need for childcare I feel it would benefit LANL employees and also a number of people who need to work.

It would benefit the Laboratory in loss work day due to childcare needs.

The quality and availability of childcare effect the ability to attract skilled employees and influences the ability of existing employees to remain in the work force when they have children.

LANL should not provide a service but should at least help find reasonable day care facilities for workers children.

Many households have both parents working

As the largest employer in LA County most daycare providers are influenced by LANL schedules

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

certainly it would help attract the younger workforce

Los Alamos is such an isolated community that it is difficult to find quality local childcare. The laboratory could assist in creating and identifying such resources.

I believe they should be involved because lanl employees may need child care as well as the surrounding areas.

As a LANL employee and Grandparent, I sometimes have to miss work if the regular day care is unavailable.

Day Care

I can't believe we don't have this yet.

Child care issues affect LANL employees every day.

Only organization large enough to take on the problem in a systematic manner

It is so important that all workforces address the child care dilemma. More & more women are working, their parents are getting older and children need consistent care.

In a town where there is a limit to the affordable housing and business space the number of people/businesses that can move in to offer childcare are also going to be limited.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Large employer with employee childcare needs - great benefit

I think having Yes "pre-punched" invalidates your survey!!!!

It is very stressful and frustrating at times to run into problems finding "QUALITY" day care providers. The Lab's referral service is good but a lab sponsored program would ensure the quality of the care given.

Some home providers are very good with the kids but there are few options for having a back up in place if they are sick, if they need a vacation etc. The respected day care facilities are generally booked up, with very long waiting lists.

Many companies provide assistance with securing daycare, some even have daycare on the premises

In order to be a workplace which provides equal opportunities for men and women - AND which supports its workers' families, assisting families with childcare issues would serve the Lab's interests.

There's alot of single parents that need affordable childcare and close by so they can see more of their children.

Most employers of choice around the nation now seem to provide some high quality on-site day care facilities for employees. If we are to attract high quality employees, I suggest this will become a very important issue. Another issue that comes up frequently with some of my single parent co-workers is the lack of overnight daycare when lab-related travel is required. I know in many cities with large corporate offices, this is also becoming a necessity if those companies want to attract and especially retain some of their high quality, single parent employees.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Child care is too expensive. Extended hours and child care for sick children needs to be offered.

A child care program helps eliminate alot of lost time at work. Just knowing that your sick child is in good hands while you are at work helps to prevent stress and worry. Productivity remains at a normal level.

Our family struggled vary hard because we could not afford child care so my wife had to stay home to care for our three children. We were able to buy a home after 15 years of marriage

It is very hard to find qualified day care giverss in the Rio Arriba area.

In the last two months, two child care centers have closed -- it is nearly twice as expensive as the Albuquerque metro area that we left when we moved here, yet the care is no better.

More flexibility in being able to meet their needs. Flex starting and stoping times. Flexible work weeks. Work sharing may also be ways to address employees childcare needs.
I do not think that LANL should provide the personnel for the childcare or provide a facility due to the violence recently displayed at the daycare facility and also the bombing in Oklahoma City.
Employees need options that fit their lifestyles and needs, not mandated locations and times.

This responsibility lies with the parents and should not be intruded upon by the employer or the government. It fosters an attitude of irresponsibility in the parents when they know the need will be addressed by someone else if they fail to meet it. In addition, parents are much better able to meet this need in their children than outside agencies.

Yes, since this is such a company town, there are not enough qualified childcare workers to go around. Lots of people who live outside of Los Alamos but work at the lab seek childcare in Los Alamos and there needs to be more options. If the lab has to provide it, then that seems to be the best option for everybody.

I believe that LANL is a large enough organization to be able to provide some form of childcare alternative to working parents. Although there are some childcare providers in Los Alamos at this time, they can be expensive and they do not care for sick children.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I do not currently have children, but if I did I would find it extremely difficult to juggle both child care and my work especially with the amount of travel that I have to do.

Child care is the responsibility of the parents and NOT the community.
Community responsibility for child care is a communistic concept not a democratic concept.

On-site child care has been proved to be beneficial to both parents and child. The increase in productivity and decrease in stress are benefits to the employer. Most DOE facilities have some sort of child care arrangements. Los Alamos child care providers are in short supply. Parents, especially single parents, need reliable and safe providers for both preschool and after school care.

This is an accepted part of running a large organization in today's world.

plain and simple, the need is there.

Los Alamos needs quality child care. I believe we need more before and after school care also. Single mothers need affordable child care, which is non-existent in Los Alamos. A summer program that allows the children to learn about what the lab does would be good for the children. They would get a taste for what is out there in the career world.

I think LANL should stick with science. Parents should take care of their own children and not leave that responsibility to others.

lack of enough child care facilities in the County

Yes because LANL is such a big employer that this should be included as part of benefits provided.

In these times that we live in, it takes two incomes to survive. I feel that if LANL provided a day care that employee (mother or father) absenteeism would not be as high.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

There is a shortage of childcare providers in Los Alamos that I would leave my child with.

The users of this service should pay for the service. It should not come out of the LANL budget.

Absolutely. A lot of people are working parents, and it is crucial for them to be able to find good childcare that they can trust, so that they can relax at work and concentrate on that, instead of always wondering how long the childcare is going to last.

increased efficiency (less work hours lost)

A lot of parents need information or contact person for childcare since there is a lot of employees working for LANL, it is a good idea to have a listing of good childcare to care for our loved one.

progressive employers across the country are using this to retain or attract top level workers

There is only one center in town which accepts infants at 6 weeks, and they only took 6 babies last year. Quality child care for infants is extremely difficult to find in Los Alamos.

If you have an interest in increasing productivity in your workforce, you must get involved with this issue.

Yes, and increasing amount of women (who are the main child rearing member of the family, traditionally) are entering the work force. This means that no one is at home and increases the need for child care.

I feel that by LANL helping out with childcare needs helps to ensure that employees get good care for their children and won't have to be concerned while at work.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Don't have a need for child care personally, but know it is vital that this situation be addressed by the laboratory.

Child care at all levels is an issue. There are some opportunities for 2-10 years of age, but past about 10 years of age it is much more difficult to find quality care.

It is common practice for large government-affiliated employers to provide childcare facilities as a means of easing the extraneous burdens on employees and improving employee performance. e.g., The federal building in OK City (circa 1993) had childcare facilities for federal workers; so does CIA, etc.

Child care is very expensive in this county especially for us single parents.

It's 1999, it's about time.

This is one of my main delays in day to day life. I currently lost my child care provider and I am having a hard time finding a Daycare that is on my way to work. If LANL would support a child care in the area this would have a positive impact on my work schedule.

Would allow more choices on alternative work schedules.

there are more and more single parents
(both genders) then in the past

It enhances productivity

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I feel that if a parent knows the status of their children, they would feel comfortable, and could concentrate on their job better.

I feel lucky that we have our children in the Arc but there are many people who do not and would like to but simply can't get in. This has caused time off work for them. Even for us, the lack of other options causes significant problems. This occurs because of my extensive travel schedule and the lack of back up which my husband might need to use while I'm gone. Additionally, when the children are sick there are no options and we must take time off. In the past this has conflicted with work responsibilities (high level meetings, reviews, etc.) and in many of these cases the time out for "sick days" from the day care was due to rules at the day care rather than an extremely sick child which needed parental care. It would be very helpful if there were some options for urgent need care, this could also be used on occasions when due to work assignments longer days were needed and an hour or so of care option would make a significant difference in meeting the obligations.

Day care is privately available and LANL does not need to be involved in daycare issues also. LANL has enough to deal with now without adding regulations policies/procedures for daycare also. I am very against this endeavor. I was a working mother and did find adequate daycare. It is not LANL's job!

Employees would benefit from LANL taking a pro-active stand in assisting their employees with child care issues

This is a personal responsibility, not a societal responsibility

It would be convenient to have a daycare closer to work and aware of my work schedule.

Someone should be at home with the children! Absentee parenting is part of the deep rooted problem in our society!

it would help worker productivity if they know that their children are well taken care of

This is a necessary benefit to attract the best of the best.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, but only in helping locate and oversee a 3rd party contractor.
UC employees should not be the actual day care workers.
The Lab is way behind the times in supporting workers with children and is uncompetitive in this area with industry.

This can let people save time and be more productive

Employees would have more of a say in their child care.

LANL support for its employees and their work life issues is long overdue. There is a tremendous need for additional daycare in Los Alamos County and because LANL is the largest employer in norther new mexico it has an obligation to this area and its employees to support some kind of day care facility. As I understand it, all other UC campuses have or support day care facilities.

Especially for younger couples wirth children, I believe that this is important. This will help the Lab attract new staff, especially younger scientists that are completing their education.

IF the laboratory wants to continue to attract high quality researchers, it will have to deal with the issue of inadequate childcare available in Los Alamos.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Our children are our most important resource, and are more important to us than my job. We are very choosy about the quality and nature of the childcare that we allow others to provide. Periodically, my wife is not available to care for our children, and in that case, I cannot go to work until reasonable childcare has been located. It is the laboratory's best interest to mitigate this problem for me and for people like me; otherwise they are guaranteed to periodically lose productivity, because I cannot simultaneously work and care for my children.

Involved, but not responsible for it.

Yes I think the child care issue is a problem in Los Alamos because there are very few childcare centers in Los Alamos county.

In some instances, the childcare available to a parent can affect the individual's work productivity if they have problems with the childcare that is available to them within their means.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Because LANL is the biggest employer in Los Alamos and has some responsibility to provide child care. It is in the best interest of the lab to provide child care and make people more comfortable about the day care situation. Parents can go and check on their kids because they will be close by. Mothers will be able to return to work earlier if they have a reliable and close by day care.

I would provide another alternative in town.

having the largest number of employees in the area, many of which have children. I think that it would be in the interest of LANL and its employees to look into child-care that is more affordable and has hours more like ours.

When we registered for infant care we arrived in line 17 hours early for one of 3 slots that was available at The _____. We got the last opening!

Because LANL is such a major part of this town.

It's way overdue. Difficulty with obtaining quality childcare generates a lot of stress. It affects some parent's decision whether or not to work, and their ability to focus on work. Quality childcare, especially if on-site, would provide better working conditions, reduce distractions and stress, and encourage productivity.

double-income/career households
need it!

The laboratory has special considerations with security, etc. and should therefore be involved.

Private and community providers should be allowed to meet the market needs. Government should be involved in regulatory aspects, but NOT as competition.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, I do. I feel that childcare is an issue with all employees. It is not limited to just women. Today families can only make ends meet with two incomes. It is no longer because women are bored and choose to work, therefore childcare is an issue for both parents. The laboratory desires the most qualified employees and provide various benefits to compete with other organizations in hiring. In the private sector childcare has already become a custom benefit, benefiting all employees.

Having your employer support quality child care can only be cost-efficient and improve employee satisfaction.

Yes. Reliable child care is HARD TO FIND. And it would be nice to be able to stop in from time to time, or even be closer to the children in case they get sick or hurt or in time of emergency.

I feel that this will be too expensive for the taxpayer; will be over \$1.5M.

As a mother of 2 children one in elementary and one in high school I have found that it is tuff to fine day care for my younger child. Programs that are presently available fill quickly. In addition present programs are very expensive in the Los Alamos area. Both my children are attending the Los Alamos schools and after school care runs around 160.00 a month and up. This I believe what is being charged in Los Alamos is outrageous when you are paying this amount for a child that is 8 years of age.

Childcare problems impact work schedules.

There are many parents that work at LANL and often Childcare difficulties keeps them from work or from working full-time.

As a working mother of an infant, I would find it extremely useful if LANL had a child-care center, especially for toddler age kids. We were able to find childcare for the infant age, but I have heard it is much harder for toddler age.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

There needs to be oversight to make sure that children are in safer environments.

Many large companies have means of helping and/or providing childcare for their employees. Many federal agencies are included in this. I think it is fitting with current industry standards to address these needs and find a way to meet them.

With competent women in the work force, their needs must be met to assure uninterrupted productivity.

This is an important issue that effects the productivity of all workers with families.

Our children are very important to us, our decisions based on our children's needs will effect whether we continue living and working in a communittee that does or does not provide the quality of care that we proceive as needed for our children. If the Lab perfers to keep it's employees, they will be involved in addressing childcare needs.

A child is the sole responsibility of the parents. It is not LANL's job to raise children.

Child care needs impact the ability of employees to be efficient at work.

This is such a family oriented area and the Lab being "The company" in town, I believe LANL should be at making a concerted effort to ease the childcare shortage in this town.

LANL should be involved in helping the community address child care needs but I am not convinced that LANL should run/manage its own child care center.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

IF the children are not in a safe, supportive environment it is difficult for the parents to focus on their work

LANL truly controls the schedules of ALL child-care facilities in town, whether it knows it or not. All facilities seem to revolve around LANL schedules/holidays (____, ____, for example).

There is a tremendous shortage of qualified day-care facilities in Los Alamos which includes before- and after-school care

LANL is the largest employer in the county as such should support the child care needs of the county

It will strengthen the workforce and make LANL competitive in keeping the best people.

As a major employer in Northern New Mexico, LANL must realize that a qualified/stable workforce and adequate childcare are mutually dependent goals.

My wife can't afford to work -- childcare costs too high.

If it wasn't a good idea, everybody else wouldn't be doing it.

It's no longer a mystery that a vast amount of work time lost is due to managing child care issues.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

When a community is very affected by the place where they work, childcare is an issue. If the laboratory wants to express support for anybody, it should be for the working mother. If the laboratory can support a child care effort it will effect the attendance of the parents of small children working here at the laboratory. I think it can also boost moral for those parents if they are able to visit their children in close proximity to their work. I know those first days I had to leave my child and come to work was very emotionally taxing. If the child were in close proximity to my work and I would have been able to visit the child, my emotions would have been much more stable those first few days. Also, it is expensive to pay for child care. The Dep. Care Program is helpful, but a child care program would send out a mes_____ that the lab care that much more.

I believe that a large organization such as LANL can have a more powerful voice in negotiating rates and services than would otherwise be held by a collection of individual citizens.

We have had no problem in finding good child care.

It would eliminate absences by mostlt mothers

People can not focus on their duties if there is problems with child care.

It is something that we should let the private sector cope with. I can not see how LANL can do this for less than private sector. Co-workers usually need to take family sick leave when there kids are sick and child care won't / can't look after them when they are sick. Will the LANL childcare look after sick kids. I think the answer is no. Thus where will the savings be to LANL. I think the statistic on cost to LANL due to childcare issues has been cook by people with an agenda. Please publish results with explanation of how they were measured. Just saying child care cost LANL \$M1.5 per year is not good enough.

There has always been a child care need in the county. The present facilities are always very busy and often waiting lists are encountered.

IT IS IMPORTANT TO SINGLE PARENTS WHO CAN NOT AFFORD TO PAY THE HIGH COST OF CHILOD CARE AND STILL PAY RENT AND OTHER BILLS, IT IS IMPORTANT THAT THE WORK PLACE STARTS HELPING IN THIS AREA

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, LANL staff lose lots of productive days because there are not enough facilities that provide childcare. There are virtually no facilities that provide childcare for parents that work extended hours.

Yes, LANL staff lose lots of productive days because there are not enough facilities that provide childcare. There are virtually no facilities that provide childcare for parents that work extended hours.

it would help out so much if LANL could help out their employees with child care problems. employees can rest assured and feel more comfortable with LANL sponsored or aided programs such as this because of the various work schedules. child care programs are scarce and there is a growing need for dependable child care within the LANL work force.

I'm glad to see childcare is finally being addressed.
My experience with my first child 13 years ago was
less than pleasurable to say the least!

cost when our child was small about 10 years ago we were paying 400.00 a month for the best care

This is a critical and important part of the modern workplace.

This is one of the most important work issues for working parents.

Certainly LANL should be interested in the childcare of its employees since it affects their performance. If parents don't have to worry about their kids, then they can concentrate better on their work and everyone wins.

Absenteeism related to child care problems could be greatly reduced by LANL providing affordable, reliable healthy and sick child care facilities on site - or even at several large sites!

It would be nice, but isn't where I want the lab to focus energy

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

But, ideally, a family should be able to survive on one paycheck so that either partner can be at home with small children.

I beleive that even outside Los Alamos county LANL should be involved in starting up and the up keep of childcare centers.

Community support services are a big part of recruiting employees to LANL. If new employees can not get adequate day care here, they may take other positions. Also, many employers now provide daycare at the work site. This appears to limit lost work days and time away during the day to check on kids. I also think a good after school program is needed for kids under 12 for the same reasons.

Yes, offering a high quality daycare plan for working parents would have a postive effect for recruiting as well as maintainga a happy work force.

I do not believe that LANL has the necessary skill/expertise to run a child care facility.
I do not believe that LANL has carried out the necessary financial calculations to determine if a child care facility would be cost effective, i.e. cost less than the loss of productivity currently being blamed on child care problems.
I do not believe that LANL understands the impact that a child care facility will have on the local facilities already in the community.
I believe that if a LANL child care facility becomes a reality, it will be poorly run, cost too much, and yet still manage to put the well run, cost effective community child care facilities out of business.
I believe that when the community facilities are put out of business by the LANL facility, the LANL facility will not be able to handle the increased child load, and the child care problem will be far worse than it is perceived to be right now.

Given the huge number of employees with children and the fact that this county is the most irresponsible in the country, LANL has no choice but to step in.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

The lab is unable to remove inept employees from the payroll. I do not wish to have these individuals watching my children.

convenience

As the major employer in Los Alamos, employing people who do not live in the community, but have needs for child care, LANL should, cooperatively with other major employers, address and help provide child care for its employees. This would help to eliminate children being dumped on the businesses and services downtown and having to be looked after by county workers, business owners and others in the community.

Being one of the largest employers in this region, I feel that LANL should be involved in addressing child care needs for the simple fact that the majority of parents I know, including myself, base my employment options on the necessity and availability of child care options. I also have encountered several situations where those child care options were based solely on the LANL's schedules and procedures.

If LANL had a childcare program in place to assist those employees that are in need of quality child care, you would see personnel absenteeism decline due to childcare problems, it could be a benefit that would keep excellent employees working if not fulltime at least part time.

No couple of child ____ing age can afford to live in Los Alamos county on a single salary. Therefore, all young employees need child care as a condition of employment at the Lab which means that the Lab must be involved in insuring good child care to have any employees other than those looking to immediate retirement.

The people who work at LANL have children. The people who work at D.O.E. have children. This issue has been neglected to the degree that the children who would have benefited from it in the past, NOW HAVE CHILDREN OF THEIR OWN.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

I was shocked to learn that LANL didn't have onsite daycare and even more shocked to learn that even the county does not have enough daycare slots for the demand. I came from Lincoln Laboratory in MA (Air Force's equivalent of LANL) and they had a wonderful daycare center. (Perhaps LANL could learn from their model.) Similarly, most of the large companies have extensive daycare programs, and it's an embarrassment that LANL does not. The current daycare situation will certainly hinder my ability to work after having a baby. However, I'm sure there will opportunity elsewhere in the U.S.

There is not an adequate level of child care services in the Los Alamos area for two parent working families. The need is greatest in the infant to 5 year old category, prior to school enrollment.

My daughter still can find a daycare. She is 8 month old. I am still on waiting list of a daycare center.

The goal of LANL is to attract and retain a highly qualified research staff. Child Care is a high priority for many, if not most, workers. In order for LANL employees to work efficiently, they need to have day care that they can count on. Day care is not being taken care of by the private sector in Los Alamos.

I think it would benefit the lab immensely as well as the obvious benefits to parents for the lab to offer on sight day-care. I moved here a year ago from the east coast and frankly was shocked to learn that the lab did NOT have an on-site day care facility. It was my impression that most major places of business, and certainly and National Laboratory , all had on-site day care. I think the lab would be wise to institute it very soon since there are already many other issues that are making it harder to recruit employees and keep the ones working currently.

The lab employs a tremendous number of people, many of whom have children less than school age. I think it would be great if the Lab were able to provide affordable childcare for those employees who need it.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Childcare issues are THE major factor affecting my husband's and my productivity and overall wellbeing as LANL employees. Since we came here as postdocs 5 years ago, I have never ceased to be amazed or frustrated by the difficulty of finding childcare or the lack of the lab's sensitivity to this issue. We have both considered leaving the lab in favor of a more "family friendly" employer (even Livermore offers near-site childcare!). Employees with very young children can be at the prime of their careers; LANL cannot afford to lose or fail to attract these employees.

Childcare is the responsibility of the parents. If the parents need childcare, the private sector, and not government, should be the supplier. This is an excellent opportunity for private enterprise, churches, etc. to fill a community need. Government should not be in competition with the private sector. In addition, if our society was not so materialistic and greedy, the vast majority of families could get by with only one income, thereby negating the need for childcare services.

Yes, to remain competitive with other employers

The biggest concern I have as a prospective mother is what I would do about my job and children until they were old enough to attend kindergarden. Do I quit? Do I try and work half time? And what could I do with my children if I wanted to work half time. I believe this is a big issue for many parents and prospective parents and the LAB should be involved in addressing these needs.

I'd rather see the money used to help existing childcare organizations or to create new childcare organizations that are independent from the Lab.

I believe having provided child care will cut down on absentees and improve morale.

I currently have my daughters in a home setting daycare in the valley I would like to have them in a preschool environment. But with two preschool children and the price of daycare I can't afford it. I think LANL should have some sort of program for childcare.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Recruitment and retention of the brightest and best requires the offering of benefits comparable to industry. Many companies now provide day care services or help to locate those services.

Childcare needs are important to Lab employees.

LANL is a very large entity, employeeding in an direct and indirect way several thousands of people. However, being that the surrounding communities are very small, there is very limited child care available. I recently had to search for care for my first child, whom was just 3 months old. What an ordeal! I had a difficult time finding anyone that had availability or accepted children so young. I wans't even given the opportunity to choose between providers. You are stuck with whatever you can find. Given this, I have had to take off frequently from work to cover time that the sitter wasn't available. If I had a reliable and good sitter for my child, I would be able to concentrate better, have better attendance and be more productive. Not to mention the benefit to both my child and myself to see each other during the lunch hour.

This county is low on child care availability. The cost is extreme to both the care giver and the persons responsible for the bill. Because of these costs, child care environments suffer. They are outdated and limitedly stimulating. In a town where there are a large number of educated parents and an above average income level, I think more could be offered to our children.

There are many single parents who don't have family to rely on to help with child care. There are a lot of those parents who also work shift work.

Childcare has a major impact on an employee, on worklife and schedule as well an personal life. LANL is years behind much of the corporate world in addressing childcare needs. Addressing them would not only help current employees but help in recruitment.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Yes, it would be a good benefit to have for attraction and retention of staff.

As a working mother, sometimes I am unable to come to work because of no babysitter, If i'm needed at my job that day and am expected to be there, then LANL should be able to help me find a babysitter for the day.

I think good child care through the lab would really improve worker productivity AND would attract better candidates to the workforce.

LANL is an integral part of the Northern NM community. This is just one more way to assist/work with the community.

Better childcare means more productive employees. Productivity should be a top priority for LANL.

I am not sure if LANL should supply childcare or not. The companies I worked for i the past did not.

LANL should be involved in and facilitate, but not pay for, childcare. It already bothers me that as a single person I "subsidize" health benefits for families.

Yes as an employee benefit

LANL is a major employer in the area and have a large number of people commuting in from surrounding areas. I think its their responsibility to address childcare for the many employees.

LESS STRESS FOR PARENTS = BETTER WORKERS

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Any employer always has been affected (thereby "involved") by unavailable childcare services, regardless of whether the employer addressed the issue.

By mitigating the historically difficult-to-find/afford, flexible, childcare services issues, the employer greatly expands the hours an employee can be productive on the company's behalf.

With such a large workforce, and a percentage of these people losing production time responding to childcare needs, the involvement is justified.

this is at test. Disregard responses for this submission. -Josh

NEED GOOD CHILDCARE SO NOT TO MISS TOO MUCH WORK

In order to be competitive as an employer, LANL needs to look into employee quality of life rather than the salary. Childcare should be looked upon as another great benefit.

Would be great benefit for employees.

A facility with a workforce this large should provide on-site childcare options to their employees. Many other federal facilities provide this benefit.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

The majority of the children in LA, have parents who work at the LAB. What ever child care arrangements the family has, does affect when a LANL employee is able to be at work. I also think that this would help potential employees relocate to Los Alamos.

To be competative with the best corporate enviroments, LANL should make sure that adequate (short waiting lists), convientent (near the workplace), quality (licensed, small child to care-giver ratio) child care is available.

When both husband and wife work outside, it is very important to find a reliable person to take care of our children.

I only say yes because someone needs to address the childcare issues in this county. I am certain that the lab is most effected, through missed worked days, by the extreme lack of reliable, affordable, quality daycare here in Los Alamos county.

LANL should subsidize existing programs, and implement flexible work schedules.

I believe the experts, existing small businesses providing childcare should address the issue. If the Laboratories perceived problem (my opinion) requires strategic planning, work with existing childcare provides. The Laboratory should NEVER provide childcare alternatives. We are not the experts and you risk driving existing small businesses out of this community!

only if it doesn't compete with local providers

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

But not very much. Not at the expense of those of us without children, or who raised our children before all this child care stuff got started.

Yes, I do think LANL should be interested in

Because of the benefits to both the employer and employee.
Less loss of work.
Ease of mind of parents while at work.

Yes, it would enhance the quality of life for the workplace.

Many LANL employees have baby sitting problems

If the mother or father is expected to return to work before the child is school age, the employer should provide a means to make this transition for the mother/father an easy one. With access during the day (especially if still infant) to ensure stable, happy families. Plus some of the financial burden should also be alleviated so having a family and a job is not something that is punished monetarily with having to pay ten thousand dollars a year for childcare, but encouraged.

There are insufficient daycare facilities in the Los Alamos area.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Being that many of the Pojoaque/Espanola Valley residents work here at Los Alamos, it would be more advantageous to have a childcare facility nearby. In certain situations, parents will need to attend to their children and rather than leave Los Alamos, they can attend to the need here. I believe a facility for LANL would be greatly appreciated by everyone.

we do R&D science. Others do child-care better. Help them.

We all benefit from this service

LANL is such a large employer in this town and people are happier at work if their childcare/family needs are met.

Essential to retaining high-quality women in the workforce

Child care should be the responsibility of the parent.

It is much better for children to be raised by their parents than by employees.

As the largest employer in the county, LANL should take responsibility in this area. It would be a great boon to its employees also, if work sponsored care were provided nearby.

The mother should be at home.

It is an important need/concern of employees, and LANL should be involved.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Childcare costs money. This would come from that available for salaries. It is simple wrong to increase the standard of living for people with children at the expense of the childless

Childcare is very expensive and the quality of daycare should be high, not sub-standard as with some facilities.

Not enough child care in Los Alamos County

Thousands of people commute up the hill to work at LANL. Some from areas quite far away. If you put your child in childcare in the valley or in Santa Fe, then it can be 10 hour from the time you drop them to the time you can pick them up. There need to be more child care choices here on the hill. Provisions also should be made to increase enrollment opportunities in Los Alamos Public Schools for students who live out of district.

To reduce the amount of missed work due to: insufficient day care services, an ill child, providing transportation for child from place to place.

Child Care is very limited in Los Alamos and the White Rock area. Currently one of the child care (____ Too) has been closed. Therefore, I will have to transport my child to white rock in order for her to receive care. I would also enjoy being able to have lunch with my child. If LANL had a child care facility this would be a possibility.

Children need guidance everywhere and communities need to provide Safe Havens.

Because other entities are and rightly so, there's lots of young mothers, or mother's to be.

Yes, but only in helping to encourage PRIVATE childcare providers and ensuring that people with NO other means of childcare (ie single moms on LOW income) are finding a way to provide for their children

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Happy families make happy employees
People work in Los Alamos because it
is a good place to raise kids.
The Lab should build on this
strength.

LANL is affected greatly because with the minimal amount of childcare services in this community, LANL employees are forced to take many vacation days. Where if there was ample and good child care for kids in school (Grades 1-8), employees would not have to worry or take off so much time to take care of their children.

It is hard to get open position from local daycare center.

There are so many LANL employees with children that the cost of childcare is outrageous because there are not enough choices.

Self-explanatory

Childcare needs impact all workplaces and employers.

This survey is a good start. Yuo have the talent to do this right.

The surrounding communities do not provide adequate daycare for infants and low income families or for off-normal hours.

Currently, There is inadequate capacity in Los alamos.

Help knowing that you will always have someone there to watch your child if the sitter you have now cannot at times

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Child-care needs potentially have a great impact on productivity of workers with small or school-age children.
Children come first.

Being such a large company, I think that LANL would be affected by their employees daycare issues.

LANL should facilitate the establishment of private day care businesses.

This is a personal matter.
If the big bureaucracy of LANL gets involved, then the situation will be totally messed up.
Let the free market, capitalist affects take place.
Parents should unite in the appropriate causes.

LANL should facilitate the establishment of private day care businesses.

many mothers come to work and are having trouble with work and their children. twisted both ways.

There is limited childcare in the town of Los Alamos and it directly affects my work schedule at the lab.

Parents that have to worry about their children having difficulty concentrating on their jobs.

Many companies are providing child care.

As the main/largest employer for the area LANL has a vested interest in child care. LANL has reported major losses due to child care/sick children issues I would think that LANL would have a vested interest in seeing that employees have access to reputable, reliable childcare facilities.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It is virtually impossible for any daycare agency to exist financially due to the high cost of rental rates and a marginal work force in the field.

Assist independant childcare providers in getting started. Offer listing & evaluation services currently available. Help train individuals interested in providing care in their homes or at licensed facilities.

LANL has been part of Northern New Mexico for over 50 years and is at this time attempting to reach out to areas around it. I feel that this is one way in which LANL can do this. It also makes LANL an even better place to work.

LANL is the only entity in the area with the rescources to be able to address the issue of meeting the critical need for safe, adequate child care.

Children are important to working parents performance.

This is a benefit which could help retain and recruit workers.

Either offer a program for employees or salary deferment/pre-tax saving system

This community is too small to draw in proper and acceptable child care providers. LANL should help by subsidising some providers, espically for after hours care.

It would show that LANL does indeed care about their employee's needs by making an investment in very personal issues. We make a choice to have children and too often are made to feel guilty by going to work and having someone else raise them. By investing in childcare, much of the guilt may subside and allow for a better focused employee.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It is of benefit to employees to have child care issues sorted out and eliminates this type of concern/worry from employees.

It does impact employers with employees who have small children.

They already designate everything else in this town unless they are paying for my child care they need to stay out of it..

Yes, but address the issue for the community not just LANL employees.

Because the cost of living in LA county is so high, a two income family is often needed. LANL should provide child care so that both parents can work.

Child care is a major problem/concern for families. Lack of reliable child care impacts co-workers of families also.

unless cost is fully covered by the employee(not sub-sidedby LANL or DOE). Don't think the tax payers should be responsible for the cost of providing child care for LANL employees.

Optional childcare should be included as one of the benefits.

Parents should make children one of their highest priorities and be responsible for caring for or providing for care fo their children. LANL should not get involved in th Child Care business.

Assistance for child care costs to those who are in need.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Sometimes it is easier for small children cause a majority of daycares don't open until 7:30 AM which gets myself to work a little after 8:00 am. It would be nicer if more were available up here.

A great due of work performance is on our work force. If child care becomes a problem in getting to work early or working late, I feel that a lot of our projects & performance evaluation will not loop as good as it should.

Having affordable child care would certainly reduce the amount of stress that I carry to work everyday.

I am a single female that works for JCNM and it would make it a lot easier for my son to go to day care close to where I work.

Child care options in the Los Alamos area leave much to be desired. This is to be expected in a town of its size; however, as Los Alamos' chief employer, it behooves LANL to become involved in the community's child care needs.

If the lab had some kind of childcare I feel that the parents would be at work a greater amount of time.

It would simplify employees time if they could depend on safe child care provided on site.

A no-brainer. The lack of effective, affordable child care is costing the Lab millions, and preventing us from recruiting and retaining the best people.

I am way of LANL's ability to this well because they are inept at everything except science.

LANL is a primary employer for the area thus is key to family life in this area.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Child care issues affect productivity. I'm not sure that LANL should provide a child care facility, but they should be aware of the impact childcare issues have on their employees.

If it is working with the community, it makes sense. Having our children nearby would be a great benefit to working here.

LANL leads the community in dictating what needs to be provided. Day care schedules match LANL's schedule.

I feel that LANL should be one of the parties involved in adding child care.

This would increase productivity. In the event of an emergency, parents could be closer to their children. This would reduce worry on the part of the parents. Also, this would promote less lost work time, when the usual means of day care just is not available.

Most people who reside in town, are employed at LANL.

Not unless there is a need for its employees.

LANL is a large organization and I believe that there are enough children to support a program.

Everyone could use help with child care.

Because we all would like some help with it.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Because of the high employment from the Lab the needs of everyone need to be considered.

LANL Can't possibly do anything positive to help with this issue. Must be up to parents and local businesses to solve it. LANL *can* help by encouraging them to solve it!!!

LANL is the primary employees in LA therefore most day care space is taken by LANL families.

Child care is a viable need of LANL employees.

Expense seems to be at high rates.

They should make better effort & opportunities.

Problems with childcare lead to missed work and reduced productivity.

Do not need to involve themselves in babysitting activities.

LANL should provide a place where children could be watched during work hours in a safe and clean environment by people who are good with children.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

No opinion

because I hear there isn't adequate child care available in LA. & No because it might be a hardship on those already providing chil-care perhaps forcing them out of business. I do think they charge far too much currently though.

The lack of quality child care impacts all involved employee & employer.

Lack of child care options reduces the employees work hours.

With so many working couples who have children, this issue needs to be addressed seriously. The day care in Los Alamos is very expensive and we need other alternatives.

If childcare is effecting the efficiency and cost effectiveness of the Laboratory, LANL should be involved.

Should be addressed unless LANL wants to keep losing man hours due to child care needs. The selection of daycare is resonably poor with the exception of few daycare providers. Almost impossible to find day daycare for <2yrs of age and sick kids.

Los Alamos employees are already a "priviledged" class within NM. With nearly 6 billion people in the world, people-production should not be encouraged or financed. Singles and childless couples should not be "taxed" (even indirectly)for support.

I think LANL should partially subsidise local private child care

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Most US companies today are at least trying to be aware of childcare needs, due to the impact on their workforce. If LANL is trying to become an employer of choice, it's time to take childcare concerns seriously.

Assure that childcare needs of our workforce are met. Important workforce/quality of worklife issue.

Children are not Lanl's problem, it's the parents/adults that made them, its their responsibility.

It's good business practice; addressed by most other Labs, federal agencies, and universities and the top corporations.
Quality, locationa and availability of absolutely affect institutional and employee productivity

The mission of the Lab is stockpile stewardship not childcare let the m____et drive this.

as a major employer of northern New Mexico they should be involved.

Not necessarily, but if they can do a good job, then they should.

Most employees have school age or under school age kids. It seems like not enough day care centers are avilable in town.

Cost of child care in Los Alamos is a huge problem! LANL subsidies for any kind of child care aren't guarenteed year-to-year.

Responsible employers should try to integrate this type of issue in their employee benefits-similar to providing the Wellness Center.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

LANL is the major employer in this town.

child care needs are an issue for LANL employees

It is the main employer - many employers provide child care at work.

Because there is a great need for quality/affordable day care.

As a major institution, it is simple neglect that LANL has not yet addressed childcare. Other major government labs do.

Quality childcare (or lack thereof) is an important component of our availability for work and ability to give 100% once we are at work.

In order to attract quality employers, day care needs to be addressed. Availability and choices are very important for 2-income families/single parent families.

To some extent in order to understand the need for alternative work/flex schedules. Maybe one spouse is part-time, school calendars get hectic, weds. off, etc.

I think it would be real nice.

Its a need

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Science it's basically a one industry town, LANL should step up and take role.

I don't feel I have enough info. to answer that since I've never looked for outside child care.

There is not enough good day care for the summer -the ____ is Horrible-

I don't think LANL is in, or should be in the child care business, however, any help they can provide families in influencing child care opportunities is greatly appreciated.

Don't know.

We do not need more government involvement in our lives.

A huge need to support the needs of LANL employees.

This would ease the difficult situation parents face when both parents want to work outside the home.

The market should address this.

I have co-workers who are very much affected by child care (or lack thereof) needs.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It is in LANL's best interests to help insure that employees children have the care they need.

3/4 of the community works at the Lab and their kids should be given attention especially for a National Lab.

Big Business should be taxed child care.

Wuold save them money and hours of work time.

? I think more moms should find a way to be in the afternoons with their children.

LANL is in the business of science & Tech, the private sector should handle child care.

Someone has got to over see child care for quality and help make it more affordable.

Their involvement could provide a better quality of child care thus inceasing the time at work for your emolyees.

This is a situation people place themselves and any children they produce.. Their consequences.

Would be a great recruiting benefit!

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Large occupation of LANL employees have children in school.

It will help the community.

There are many Los Alamos employees with child care needs. The Lab should have a child care program.

If LANL has the means, the community which it revolves around should benefit from high quality child care, it will only serve to increase Lab. productivity & promote better "living conditions" for those who reside here.

LANL is the largest employer in the tri-county area. A large % of LANL employees commute to work extending the time spent away from home quality.

Not everyone works 8-5, if they want productive workers it would be to their benefit if we didn't have to worry about arriving to drop off children before 7:30 or picking them up by 5:30, there is no flexibility with current child care.

With such a captive employee base and time requirements to perform our jobs finding childcare providers to match the laboratory schedule is very difficult and when found the cost is astronomical. A single parent or even young couple find it extremely difficult to make ends meet after paying the daycare costs.

Large numbers of dual-career couples or single parents need convenient childcare services; if LANL is to compete in the marketplace for such people, we need childcare.

Day cares are very expensive & not enough available in White Rock or Los Alamos.

I do not believe in subsidized child care. There is a serious overpopulation problem in the world today. Each person who has children must _____ the full cost of rearing that child. If you can't afford to have a child, don't have one.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It can only benefit LANL to help meet this important need of many employees.

Child care or the lack of can effect working parents productivity.

There is a need for childcare for LANL employees.

As the largest employer in the county,
let alone the area, LANL should care about childcare needs.
A lot of time and effort are lost due
to concerns with child care, finding appropriate care,
what to do with kids in the summer, or snow days.

but I also think the schools should address some of the needs they help create by erratic scheduling, release days,
etc.

Less Work Loss

I believe that LANL should assist in making childcare available for employees, but not get into the childcare
business. This would have a negative impact on the childcare organizations already in place in our community.
LANL should not attempt to get into the childcare business.

Until there is enough available land for it to be economically feasible for childcare businesses to operate in Los
Alamos, there seems to be no alternative other than the laboratory providing childcare. They're the only ones that
can afford it.

Child care is critical for employees with families.

Yes- While there are quality providers in town, it would be nice to have a corporate setting, especially for the
infants - ie. facilitate breast feeding closer to work - I live in White Rock and work at S-site!

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

LANL is here to do scientific research not to delve into the private business of child care, taxi service, or any other business.

Need to support local business and support personnel as this essentially a one employer town

Unless it were paid for solely by the employee and not something the taxpayers paid for. Each person should be responsible for paying for their own day care.

There is much need for childcare and if LANL had an established care center many people would take advantage. There are not many places in the valley that provide care.

There is no organized child care under the age of 2 1/2. The newest and oldest organization accepting children to "run over" the groups of younger children. The one acceptable facility closed.

In a town such as Los Alamos where the operation of the lab hinders normal community development the Lab needs to fill the gap. Limited housing interferes with the natural course of economic development which in turn interferes with the availability of child care.

Absolutely- more spaces are needed in town. It is a major problem.

It would be very helpful if such a large organization sponsored good child care. for the whole community.

It is the choice of the employee to work. Some of us try to make do on one income. If they want two incomes, let them deal with the consequences! LANL should not fund it or the research either!!

To live here requires more than one income. People need good, quality care for their children in order to bring their skills and attention to work.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Quality child care is critical for two career families. Also there are benefits from childrens socialization. There is a shortage of good day care providers (that are not ____ church orientated)

It would benefit all LANL and contract employees tremendously as well as LANL itself.

There is a need for quality child care for working parents.

Government should be kept out of private lives.

This is an issue affecting all of us and LANL should be a part of trying to resolve the issue.

As an employee, I think adequate chil care is a critical component in recruiting and retention of a talented and diverse workforce. As a community member, I think it is important that any action taken consider the overall picture. However, LANL should not allow the community to prevent the provision of high quality child care. The community has been unable to provide an adequate supply of high quality care in the past to meet the needs of LANL employers and others.

It's so hard finding good childcare in the 90's (both parents are working)

LANL is the principle reason this community exists. In communities where there is employment diversity, the m____etplace takes care of childcare concerns. The overwhelming UC presence in this county defeats some of the normal m____etplace mechanisms, such as supply-demand-price.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Business is science not care tker.

I believe LANL should atleast contribute monies or facilities to address the child care needs of LANL employees.

employees should be closer to children in case of illness or injuries, especially when they are so young

Childcare should be addressed because it would make things easier if we had a facility close by, etc. to bring our children to. Costs is also an issue.

In order for people to do their jobs well they need not to be worried about the well being of their children.

No comment.

I don't think LANL should be in the child care business but clearly has an interest in this issue that impacts a large part of their workforce.

The Laboratory should at least provide emergency care. There is no such care available now.

LANL is the giggest employer in the area.

Any place which employees parents should be concerned with child care.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

If the parents had a place where they could have their children cared for at a reasonable cost, they would not have to worry about childcare.

Child care affects employees work habits

I have spent many hours lining up daycare for my children. Now they're in high school and college, so this is not a big issue for me, but I wish the Lab had provided daycare when they were young.

The employer should provide some sort of daycare for their employees.

Child care arrangements and schedules can have a direct impact on your working effectiveness and happiness.

This is an important issue since the majority of LANL employees do not reside in Los Alamos. This makes child care difficult.

Supporting childcare is a big part to keep employees more productive, have less time away from work and makes morale higher.

I believe personal responsibilities should be kept personal.

As the primary employer in town, it is in LANL's best interests to ensure that quality child care is available and affordable for all employees (not only highly paid TSM's)

In my experience, there has not been enough 0-3 child care available for working moms.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Children can be brought & picked up here, therefore saving time they can use for work.

They are the majority employer so yes.

There is a shortage of good, high-quality choices in this community.

LANL is "employer of choice" in Los Alamos. they should provide for needs of teir employees on and off work.

As a self employed consultant to LANL with varying times, a drop-in or on demand child care facility would help families with two careers.

This survey wouldn.t be necessary if more parents would sacrafice to stay home with their own children. Child care should be the parents responsibility not the countys or LAANL's. There is no substitute for a parents love.

It would be very convenient for working parents to drop off/pickup and also have a facility "open all the time" even on conference weeks etc.

LANL must make a posotive move toward community support. This would be a winning issue.

The lab management has stressed the need to hire and retain quality employees. In the past this usually meant one person in the household worked at the lab and the other (usually the woman) stayed at home to take care of the children. Now most employees looking at employment at the lab have both members working for either financial or career reasons. This means quality, affordable day care is very important to prospective employees. For this reason, the lab needs to address child care.

Would you help parents with young families and make things more convinient for them.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

Large population of workers in Los Alamos.

I am not sure how other companies do this but it would seem appropriate for LANL to get involved somehow.

The hours involved make it difficult to afford care.

Major player in town. Large corporate companies have to address the problem.

Makes for better employees that are more focused and present at work if they have good child care.

Helping workers with home life issues can improve work performance ultimately.

Child care on-site would allow workers to focus better on work w/o having to take so much time dropping off/picking up children and also having to take go through extremely competitive process to get openings in facilities outside the Lab.

As the largest employer in this area it would be great if day care could be provided at work as many corporations are now doing.

As the major employer in a town with limited child care resources it seems an obvious need. It will help w/ attracting & retaining quality employees.

Children are an important part of a family. Now that women are participating in the workforce in higher numbers, employer should make this contributing entity as successful as possible. Nurturing children is still done largely by women. Just as we provide for the success at work for men, we should do also for women. Child care is one single part of work in which everyone will benefit, men, women, and children.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

As the primary employer in Los Alamos and the surrounding area, it would be nice to have facility daycare regulated.

Any large economic contributor or large employees should develop an understanding and possible degree of input for employees welfare when offering possible benefits.

When I was employed by LANL, I thought so. I thought that LANL should have an on-site care. But now I think it might be detrimental to local providers. I think that LANL could provide care for 2 yrs. old.

They do not have the expertise to do it adequately.

Someone needs to child care is outrageous for non-lab workers!

Our kids are our future & most households both parents need to work to live. Lanl is the largest employer in Los Alamos county.

Quite a few people that work in Los Alamos County have children which need to be taken care of so they can work.

It's costly for parents. It's a worry for parents.

I believe because of the employment level in Los Alamos it would help tremendously. To get help for parents who need help.

Since LANL is so prominent in the community, it would help parents a great deal to have LANL's assistance in this area.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)

Table 3 (comments)

LANL Involved?

It's not their responsibility!

Such a large employer should provide assistance in child care as most large corporations do.

Although its not your responsibility, it is admirable that you address this issue. Many employees would appreciate the convinience of having their child near by!

Some requirements of working at LANL can cause difficulty in getting children into daycare or making it to school. In my situation, my wife must drive to and from the Jemez Mountains to get kids to school. I cannot do this without interupting my day at LANL. If there was some LANL support for these types of issues, life would be a little easier.

If they do not push the existing centers out of business.

It is an important aspect in employees needs that should be addressed by all employers. Especially in this case when LANL employs a significant portion of the community.

LANL should be aware of available child care providers, but not involved.

Because it is the major employer and major influence in the area.

At least for its employees, it would help minimize issues related to child care "stress".

Sinnce LANL is the largest employer in this area, I think it's absolutely necessary that you should address it.

3. Do you believe that LANL should be involved in addressing childcare needs? (Please explain)